DOCUMENT RESUME

ED 409 796 HE 030 326

TITLE	Thirtieth Annual Rank-Order Distribution of Administrative Salaries Paid, 1996-97.
INSTITUTION	Arkansas Univ., Fayetteville. Office of Institutional Research.
PUB DATE	May 97
NOTE	158p.; For previous edition, see ED 392 327.
AVAILABLE FROM	Office of Institutional Research, University of Arkansas, 125 Admin. Bldg., Fayetteville, AR 72701 ($30).
PUB TYPE	Numerical/Quantitative Data (110)
EDRS PRICE	MF01/PC07 Plus Postage.
DESCRIPTORS	Administrators; *College Administration; Comparative Analysis; Compensation (Remuneration); Higher Education; National Surveys; *Salaries; Salary Wage Differentials; *State Universities; Statistical Data; Tables (Data)

ABSTRACT

This report presents comparative data collected from 87 state-supported universities in 45 states, and 27 university systems representing 21 states, on the administrative salaries they paid in 1996-97. The salaries are presented in rank-order (from highest to lowest) to facilitate comparisons of a participant's relative standing with other universities. Salaries are reported only for full-time administrators. The report includes officers whose responsibilities and functions range from that of a director of a single office to the university president. Statistical data, comprising nearly the entire report, are divided into three main sections. The first section provides the ranking of salaries paid among all participating universities, including the average of those salaries paid at institutions belonging to the National Association of State Universities and Land-Grant Colleges. The second section is a series of tables showing the salaries paid among the 87 participating institutions, first presented overall and then by the 9 geographic regions defined by the Equal Employment Opportunity Commission. The third section comprises a table of salaries paid to the university system officers. An index is included. (JLS)

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ED 409 796

THIRTIETH ANNUAL RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1996-97

THIS REPORT SUMMARIZES THE RESULTS OF A QUESTIONNAIRE STUDY OF EIGHTY-SEVEN STATE-SUPPORTED UNIVERSITIES REPRESENTING FORTY-FIVE STATES AND TWENTY-SEVEN UNIVERSITY SYSTEMS REPRESENTING TWENTY-ONE STATES

Prepared by the University of Alabama and University of Arkansas

OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
MAY 1997

HE 030 326

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THE UNIVERSITY OF ALABAMA

INSTITUTIONAL RESEARCH

August 1, 1997

MEMORANDUM

TO: Recipient of the 1996-97 Arkansas Administrative Salary Survey

FROM: Michael R. O'Rear, Ph.D.
Associate Director

RE: Corrections for 1996-97 Arkansas Administrative Salary Survey

After publication of the 1996-97 Arkansas Administrative Salary Survey, two typographical errors and one data error were noted. The typographical errors are:

1. In the Table I list of participating institutions, The University of Nebraska, Lincoln was inadvertently omitted. The data for the University of Nebraska, Lincoln was included in Table I.

2. In the Table III list of participating institutions, "University of Nebraska, Lincoln" should read "University of Nebraska."

The data error occurred for Treasurer/Bursar and affects Table I and Table II, Chicago Region. The treasurer/bursar salary of $11,152 should be $111,152. The corrected analyses for Treasurer/Bursar in Tables I and II are given overleaf.

On behalf of the Offices of Institutional Research at The University of Alabama and the University of Arkansas, I apologize for the errors and any inconvenience they have caused.

MRO:tc

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TABLE I CORRECTIONS

FINANCIAL ADMINISTRATOR:
TREASURER OR BURSAR

RANK	SALARY	
1	141,600	*
2	111,152	*
3	89,410	*
4	89,000	*
5	87,570	*
6	83,342	*
7	80,779	*
8	78,484	*
9	77,724	
10	77,305	*
11	75,000	*
12	73,000	*
13	72,312	*
14	71,000	*
15	68,826	*
16	68,557	*
17	66,828	*
18	64,473	*
19	64,405	*
20	62,000	*
21	61,390	*
22	61,388	*
23	61,300	*
24	60,669	*
25	60,568	*
26	59,796	*
27	59,700	*
28	59,537	*
29	59,500	*
30	57,163	*
31	57,000	*
32	56,418	
33	56,152	*
34	(55,656)	*
35	54,900	*
36	54,684	
37	54,256	*
38	53,841	*
39	52,515	*
40	52,220	*
41	51,996	*
42	50,718	*
43	50,247	*
44	49,888	*

TABLE I CORRECTIONS

FINANCIAL ADMINISTRATOR
TREASURER OR BURSAR

RANK	SALARY	
45	49,597	*
46	49,498	*
47	49,300	*
48	45,400	*
49	42,509	*
50	41,881	*
51	41,142	*
52	35,000	*
53	31,950	*
54	29,088	*
AVERAGE "*"	63,408	
AVERAGE ALL	62,400	
AVERAGE R1	70,955	
AVERAGE R2	62,164	
AVERAGE D1	53,997	
LEVEL 3 AVG	86,921	
LEVEL 4 AVG	62,080	
LEVEL 5 AVG	55,724	

TABLE II CORRECTIONS
CHICAGO REGION

FINANCIAL ADMINISTRATOR
TREASURER OR BURSAR

RANK	SALARY	
1	111,152	*
2	78,484	*
3	77,724	
4	72,312	*
5	68,557	*
6	62,000	*
7	60,669	*
8	59,700	*
9	56,418	
10	54,684	
11	52,515	*
AVERAGE "*"	70,674	
AVERAGE ALL	68,565	

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1996-97

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the thirtieth annual administrative salary survey conducted by the Office of Institutional Research, University of Arkansas, Fayetteville. To develop comparable averages, the survey largely consists of Doctoral I, Research I, Research II, and Land-Grant institutions. The universities are not identified with their salaries. Also, when the number of respondents for a particular position is fewer than three, the responses are omitted from this study. Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from that of the director of a single office to the institution's chief executive officer.

The salaries are displayed in rank order to facilitate comparisons of a participant's relative standing with other universities. Each university can identify its own salary for a given position and find its rank. A salary enclosed in parentheses identifies that individual salary as being paid for someone filling dual functions. Salaries within the parentheses are included in each position's averages. Salaries marked with an asterisk indicate membership in the National Association of State Universities and Land-Grant Colleges (NASULGC). Only one reported salary from an institution is included for each position.

The primary purpose of this study has always been to provide comparable and comprehensive information in a manner that will be useful to the participants. The University of Arkansas's Office of Institutional Research wishes to thank all of the respondents for their participation. The University of Arkansas' OIR gives special thanks to the University of Alabama OIR for processing the survey data this year. Their generous efforts prevented a break in the thirty years of data available through this survey. We are grateful to them.

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred and twenty-six universities in forty-nine states. From this group, responses are included from eighty-seven institutions in forty-five states, for a response rate of sixty-nine percent.

Salaries in this section coded with an asterisk indicate that the salary is from a university which is a member of NASULGC. The average salaries printed after each position's rank order of salaries are: the average of ALL reported salaries, the average salaries for those institutions belonging to NASULGC, the average salaries by Carnegie classifications, and the averages by the Levels reported for the position.

NOTE: Averages by Carnegie classification are only calculated for populations of ten or more institutions in a position. Averages were calculated for each Level when three or more salaries were reported in a position.

TABLE II

The second section is a series of tables showing the salaries paid among the eighty-seven participants divided into the nine geographic regions defined by the Equal Employment Opportunity Commission except that the New York and Boston regions are combined and the San Francisco and Seattle Regions are combined to assure sufficient responses for average calculations. The responding universities in each region are listed at the beginning of the appropriate section. This section includes two averages, one for ALL the reported salaries and one for the NASULGC members in each region.

TABLE III

The third section is a table of salaries paid to the university system officers. For the purposes of the survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at doctorate-granting level. Questionnaires were sent to forty-one university systems in thirty-two states, and responses were received from twenty-seven university systems in twenty-one states for a response rate of sixty-six percent. This section contains two averages for each position: Averages for ALL salaries reported in that position and averages by the Level for the reported positions.

DEFINITION OF CATEGORIES

Carnegie Foundation Classifications:

Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate, and give high priority to research. They award 50 or more doctoral degrees each year. In addition, they receive annually $40 million or more in federal support.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate, and give high priority to research. They award 50 or more doctoral degrees each year. In addition, they receive annually between $15.5 million and $40 million in federal support.

Doctoral Universities I: These institutions offer a full range of baccalaureate programs and are committed to graduate education through the doctorate. They award at least 40 doctoral degrees annually in five or more disciplines.

Levels of Responsibility

Level I	Responsibility for the operation of the institution. This person is an executive officer at the presidential level.
Level 2	Responsibility for a principal segment of the institution's operation. This person is an executive officer at the vice presidential level.
Level 3	Responsibility for the administration of a major operational unit with a number of subdivisions within the unit. Typically: dean, associate vice president, assistant vice president.
Level 4	Responsibility for the administration of a single operational unit. Typically: director, manager, coordinator.
Level 5	Anyone reporting to a dean, director, manager or coordinator.

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TABLE I
A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SIX UNIVERSITIES IN FORTY-FIVE STATES

This table summarizes the data for eighty-six universities in forty-five states. For making this report possible, the University of Arkansas wishes to thank the following participating schools.

*ARIZONA STATE UNIVERSITY
*AUBURN UNIVERSITY
BALL STATE UNIVERSITY
*CLEMSON UNIVERSITY
*COLORADO STATE UNIVERSITY
*FLORIDA STATE UNIVERSITY
*GEORGIA STATE UNIVERSITY
ILLINOIS STATE UNIVERSITY
*IOWA STATE UNIVERSITY
*KANSAS STATE UNIVERSITY
*KENT STATE UNIVERSITY
*LOUISIANA STATE UNIVERSITY AND A & M COLLEGE
*MIAMI UNIVERSITY
*MICHIGAN STATE UNIVERSITY
*MISSISSIPPI STATE UNIVERSITY
*MONTANA STATE UNIVERSITY-BOZEMAN
*NEW MEXICO STATE UNIVERSITY
*NORTH CAROLINA STATE UNIVERSITY
*NORTH DAKOTA STATE UNIVERSITY
*NORTHERN ARIZONA
NORTHERN ILLINOIS UNIVERSITY
*OHIO STATE UNIVERSITY
*OHIO UNIVERSITY
*OKLAHOMA STATE UNIVERSITY
*OREGON STATE UNIVERSITY
*RUTGERS UNIVERSITY
*SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE
*STATE UNIVERSITY OF NEW YORK AT ALBANY
*STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
*STATE UNIVERSITY OF NEW YORK AT BUFFALO
*STATE UNIVERSITY OF NEW YORK AT STONY BROOK
*TEMPLE UNIVERSITY
*TENNESSEE STATE UNIVERSITY
*TEXAS A & M UNIVERSITY
*TEXAS TECH UNIVERSITY
TEXAS WOMAN'S UNIVERSITY

*Member of National Association of State Universities & Land-Grant Colleges.

TABLE I (Continued)

*THE UNIVERSITY OF AKRON
*THE UNIVERSITY OF ARIZONA
*THE UNIVERSITY OF MEMPHIS
*THE UNIVERSITY OF MICHIGAN
*THE UNIVERSITY OF MISSISSIPPI
*THE UNIVERSITY OF NORTH CAROLINA - CHAPEL HILL
*THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO
THE UNIVERSITY OF TEXAS AT DALLAS
*THE UNIVERSITY OF TEXAS, AUSTIN
*UNIVERSITY OF ALABAMA
*UNIVERSITY OF ALABAMA AT BIRMINGHAM
*UNIVERSITY OF ARKANSAS
*UNIVERSITY OF CALIFORNIA, SANTA BARBARA
*UNIVERSITY OF CINCINNATI
*UNIVERSITY OF COLORADO AT BOULDER
*UNIVERSITY OF CONNECTICUT
*UNIVERSITY OF DELAWARE
*UNIVERSITY OF GEORGIA
*UNIVERSITY OF HOUSTON
*UNIVERSITY OF IDAHO
*UNIVERSITY OF ILLINOIS AT CHICAGO
*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
*UNIVERSITY OF KANSAS
*UNIVERSITY OF KENTUCKY
*UNIVERSITY OF LOUISVILLE
*UNIVERSITY OF MAINE
UNIVERSITY OF MARYLAND AT BALTIMORE
*UNIVERSITY OF MARYLAND, COLLEGE PARK
*UNIVERSITY OF MASSACHUSETTS/AMHERST
*UNIVERSITY OF MISSOURI-COLUMBIA
*UNIVERSITY OF MISSOURI-KANSAS CITY
*UNIVERSITY OF NEVADA, RENO
*UNIVERSITY OF NEW HAMPSHIRE
*UNIVERSITY OF NORTH TEXAS
*UNIVERSITY OF NORTHERN COLORADO
*UNIVERSITY OF OKLAHOMA
*UNIVERSITY OF OREGON
*UNIVERSITY OF RHODE ISLAND
*UNIVERSITY OF SOUTHERN MISSISSIPPI
*UNIVERSITY OF TENNESSEE, KNOXVILLE
*UNIVERSITY OF TOLEDO
*UNIVERSITY OF UTAH
*UNIVERSITY OF VERMONT

*Member of National Association of State Universities & Land-Grant Colleges.

TABLE I (Continued)

*UNIVERSITY OF VIRGINIA
*UNIVERSITY OF WISCONSIN, MILWAUKEE
*UNIVERSITY OF WYOMING
*UTAH STATE UNIVERSITY
*VIRGINIA COMMONWEALTH UNIVERSITY
*VIRGINIA POLYTECHNIC INST. & STATE UNIVERSITY
*WASHINGTON STATE UNIVERSITY
*WEST VIRGINIA UNIVERSITY

*Member of National Association of State Universities & Land-Grant Colleges.

TABLE I (CONTINUED)

CHIEF EXECUTIVE OFFICER:
MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	270,000 *
2	255,000 *
3	250,000 *
4	231,012 *
5	211,150 *
6	208,000 *
7	190,000 *
8	185,000 *
9	181,680 *
10	171,630 *
11	166,000 *
12	165,279 *
13	164,000 *
14	161,004 *
15	157,600 *
16	143,300 *
17	134,675 *
18	106,856 *

AVERAGE "*" 186,233
AVERAGE ALL 186,233

LEVEL 1 AVG 186,233

CHIEF EXECUTIVE OFFICER:
SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	280,000 *
2	260,709 *
3	255,000 *
4	236,000
5	233,000 *
6	223,173 *
7	217,440 *
8	216,000 *
9	216,000 *
10	214,000 *
11	207,700 *
12	203,200 *
13	201,000 *
14	198,000 *
15	195,000 *
16	192,000 *
17	191,034 *
18	190,844 *
19	(190,000)*
20	186,000
21	185,400 *
22	184,374 *
23	183,260 *
24	181,100 *
25	180,000 *
26	179,846 *
27	179,500 *
28	174,408 *
29	173,247 *
30	171,600 *
31	170,000 *
32	170,000 *
33	167,942 *
34	167,940 *
35	167,270
36	166,305 *
37	165,279 *
38	164,004 *
39	162,800 *
40	160,008
41	160,000 *
42	159,422 *
43	157,246
44	155,000 *
45	154,913 *
46	153,390 *
47	153,000 *
48	151,462 *
49	150,000
50	150,000 *
51	148,720 *
52	147,146 *
53	146,554 *
54	145,000 *
55	144,708 *
56	142,290 *
57	140,036 *
58	138,800 *
59	138,000 *
60	137,809 *
61	134,573 *
62	133,000 *
63	130,000 *
64	129,840 *
65	126,000 *
66	125,000 *
67	125,000 *
68	123,650 *
69	120,018 *
70	116,964 *
71	116,400 *
72	115,000 *
73	113,300 *

AVERAGE "*" 168,437
AVERAGE ALL 169,066

AVERAGE R1 183,955
AVERAGE R2 152,864
AVERAGE D1 161,083

LEVEL 1 AVG 169,378

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL OFFICER

RANK	SALARY
1	215,881 *
2	(190,000)*
3	167,000 *
4	163,541 *
5	163,200 *
6	158,000 *
7	157,752 *
8	153,200 *
9	149,350 *
10	149,000 *
11	147,000 *
12	146,300 *
13	144,200 *
14	141,000 *
15	140,006 *
16	140,000 *
17	140,000 *
18	136,500 *
19	135,200 *
20	135,094 *
21	(132,540)*
22	132,500 *
23	132,000 *
24	131,808 *
25	131,034 *
26	130,600 *
27	130,000 *
28	129,000 *
29	125,560 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL OFFICER

RANK (CONTINUED)	SALARY	
30	125,181	*
31	124,709	*
32	124,359	*
33	123,091	*
34	122,445	*
35	122,400	*
36	121,921	
37	121,019	*
38	120,000	*
39	120,000	*
40	119,080	*
41	117,400	*
42	116,500	*
43	115,477	*
44	114,129	*
45	113,958	*
46	113,420	*
47	112,900	*
48	112,000	
49	111,000	*
50	110,928	
51	110,844	
52	110,210	*
53	109,775	*
54	108,508	
55	107,000	*
56	106,881	*
57	105,823	*
58	104,690	*
59	104,667	*
60	104,650	*
61	104,000	*
62	103,800	*
63	103,500	*
64	102,900	*
65	102,600	*
66	100,940	*
67	100,799	
68	100,300	*
69	99,493	*
70	97,272	*
71	97,000	*
72	96,500	*
73	96,425	*
74	94,800	*
75	94,000	*
76	91,836	*
77	88,600	*
78	85,000	*
79	80,300	*
AVERAGE "*"	122,977	
AVERAGE ALL	122,054	
AVERAGE R1	134,768	
AVERAGE R2	109,906	
AVERAGE D1	117,951	
LEVEL 2 AVG	122,001	

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR MANAGEMENT & BUDGET

RANK	SALARY	
1	183,000	*
2	147,309	*
3	143,500	*
4	138,000	*
5	129,700	*
6	125,000	*
7	119,480	*
8	117,900	*
9	110,000	*
10	109,585	*
11	107,968	*
12	106,600	*
13	99,621	*
14	97,900	*
15	97,059	
16	(95,814)	*
17	91,514	*
18	91,110	*
19	90,000	*
20	87,622	*
21	84,200	*
22	83,600	*
23	82,400	*
24	81,613	*
25	(79,601)	*
26	77,500	*
27	76,380	*
28	63,000	*

RANK (CONTINUED)	SALARY	
AVERAGE "*"	104,441	
AVERAGE ALL	104,178	
AVERAGE R1	115,879	
LEVEL 2 AVG	136,302	
LEVEL 3 AVG	93,784	

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR.

RANK	SALARY	
1	147,499	
2	140,000	*
3	138,116	*
4	134,000	*
5	131,700	*
6	131,408	*
7	120,000	*
8	119,900	*
9	118,450	*
10	114,400	*
11	105,240	
12	103,960	*
13	101,800	*
14	98,500	*
15	96,102	*
16	92,900	*
17	(92,100)	*
18	90,300	*
19	89,578	*
20	87,390	*
21	87,045	*
22	86,200	*
23	85,698	*
24	85,000	*
25	84,000	*
26	82,500	*
27	81,750	*
28	81,312	*
29	80,628	
30	(79,368)	*
31	76,745	*
32	75,785	*
33	75,105	*
34	64,374	*

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1996-97

TABLE I (CONTINUED)

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR.

(CONTINUED)

AVERAGE "M"	98,241
AVERAGE ALL	99,378
AVERAGE R1	107,184
LEVEL 2 AVG	128,072
LEVEL 3 AVG	97,167
LEVEL 4 AVG	91,317

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR HUMAN RESOURCES

RANK	SALARY
1	151,000 *
2	135,798 *
3	135,000 *
4	120,000 *
5	119,500 *
6	119,000 *
7	118,450 *
8	117,726 *
9	109,600 *
10	107,500 *
11	(101,200)*
12	101,100
13	99,000 *
14	97,046 *
15	91,362
16	88,400 *
17	87,300 *
18	85,000 *
19	84,333 *
20	83,280
21	82,560
22	82,500 *
23	82,200 *
24	82,000 *
25	80,105 *
26	79,716 *
27	76,500 *
28	76,000 *
29	73,794 *
30	73,258 *
31	67,100 *
32	66,792 *
33	62,654 *
34	50,470 *
AVERAGE "M"	94,298
AVERAGE ALL	93,742
AVERAGE R1	104,893
AVERAGE D1	79,273
LEVEL 2 AVG	127,450
LEVEL 3 AVG	87,993

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR FACILITIES PLANNING

RANK	SALARY
1	140,000 *
2	123,376 *
3	113,000 *
4	109,710 *
5	108,000 *
6	106,980 *
7	103,999
8	103,100 *
9	101,889 *
10	101,164 *
11	101,000 *
12	101,000 *
13	100,000 *
14	99,751 *
15	99,660 *
16	95,621 *
17	95,000 *
18	93,627 *
19	93,000
20	92,900 *
21	92,100 *
22	88,795 *
23	88,000 *
24	86,340 *
25	85,200 *
26	84,572 *
27	83,466 *
28	83,148 *
29	80,049 *
30	78,560 *
31	76,560 *

RANK SALARY (CONTINUED)

AVERAGE "M"	96,985
AVERAGE ALL	97,083
AVERAGE R1	103,075
LEVEL 3 AVG	96,908

FINANCIAL ADMINISTRATOR:
INTERNAL AUDITOR

RANK	SALARY
1	95,476 *
2	93,750 *
3	91,900 *
4	88,100 *
5	85,975 *
6	83,720 *
7	83,364 *
8	82,700 *
9	82,575 *
10	82,203 *
11	79,975 *
12	75,996 *
13	75,234 *
14	75,000 *
15	74,355 *
16	72,069 *
17	71,101 *
18	70,384 *
19	70,100 *
20	69,330 *
21	69,000 *
22	68,000 *
23	66,705 *
24	66,585 *
25	66,518 *
26	65,508 *
27	65,050 *
28	65,000 *
29	63,933
30	63,900 *
31	63,610 *
32	63,001 *
33	62,500 *
34	62,460 *
35	62,118 *
36	61,800 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR:
INTERNAL AUDITOR

RANK (CONTINUED)	SALARY	
37	61,800	*
38	61,655	*
39	61,000	*
40	59,691	*
41	58,539	*
42	58,308	*
43	58,109	*
44	57,922	
45	57,655	*
46	57,165	*
47	56,647	*
48	56,124	*
49	56,083	*
50	55,176	
51	55,000	*
52	54,545	
53	54,000	*
54	53,838	*
55	53,742	*
56	52,500	*
57	52,000	*
58	51,144	
59	50,820	*
60	50,120	*
61	49,572	*
62	48,495	*
63	48,250	*
64	48,187	*
65	47,400	*
66	47,380	*
67	43,000	*
68	43,000	*
69	41,856	*
70	37,824	*
71	34,330	*

RANK (CONTINUED)	SALARY	
AVERAGE "*"	63,472	
AVERAGE ALL	62,984	
AVERAGE R1	69,984	
AVERAGE R2	60,841	
AVERAGE D1	55,769	
LEVEL 2 AVG	64,514	
LEVEL 3 AVG	64,114	
LEVEL 4 AVG	62,795	

FINANCIAL ADMINISTRATOR:
DIRECTOR OF ACCOUNTING
CONTROLLER

RANK	SALARY	
1	139,600	*
2	123,600	*
3	112,164	*
4	109,741	*
5	108,558	*
6	102,482	*
7	(101,556)	*
8	97,222	*
9	96,366	*
10	94,928	*
11	94,500	*
12	93,000	*
13	92,748	*
14	92,700	*
15	91,600	*
16	91,225	*
17	90,739	*
18	90,440	*
19	87,100	
20	86,900	*
21	86,436	*
22	86,405	*
23	85,000	*
24	84,946	*
25	83,000	*
26	81,679	*
27	81,492	
28	81,200	*
29	80,728	*
30	80,500	*
31	79,156	*
32	78,588	*
33	78,170	*
34	78,158	*
35	77,000	*
36	76,426	*
37	75,960	*
38	75,201	*
39	74,230	*
40	73,667	*
41	73,644	*
42	73,000	*
43	72,222	*
44	71,662	*
45	71,603	*
46	71,282	
47	71,159	*
48	70,560	
49	70,040	*
50	69,420	*
51	69,000	*
52	68,323	*
53	68,200	*
54	67,925	*
55	66,878	*
56	66,602	*
57	65,417	*
58	65,344	*
59	65,052	*
60	64,541	*
61	64,000	*
62	63,880	*
63	62,500	*
64	61,800	*
65	59,900	*
66	59,724	*
67	58,432	*
68	56,260	*
69	54,626	*
70	53,473	*
71	52,280	*
72	49,549	*
73	48,118	

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

FINANCIAL ADMINISTRATOR:
DIRECTOR OF ACCOUNTING
CONTROLLER

(CONTINUED)

AVERAGE "*"	78,867
AVERAGE ALL	78,377
AVERAGE R1	84,173
AVERAGE R2	75,312
AVERAGE D1	69,557
LEVEL 3 AVG	85,516
LEVEL 4 AVG	72,463
LEVEL 5 AVG	89,202

FINANCIAL ADMINISTRATOR:
BUDGET DIRECTOR

RANK	SALARY
1	136,000 *
2	106,000 *
3	104,500 *
4	103,000 *
5	101,838 *
6	(101,743)*
7	100,549 *
8	98,000 *
9	95,033 *
10	93,275 *
11	91,700 *
12	91,400 *
13	91,200 *
14	87,300 *
15	87,270 *
16	85,000 *
17	83,800 *
18	83,500 *
19	81,750 *
20	81,432 *
21	81,002 *
22	80,600 *
23	80,500 *
24	78,672 *
25	78,179 *
26	77,550
27	(76,092)*
28	75,305 *
29	75,273 *
30	73,923 *
31	73,522 *
32	73,476 *
33	71,550 *
34	71,506 *
35	70,700 *
36	70,500
37	69,501 *
38	69,269 *
39	69,204
40	68,772 *
41	68,300 *
42	67,500 *
43	67,119 *
44	66,300 *
45	65,933
46	65,177 *
47	64,417 *
48	64,000 *
49	63,900 *
50	63,000 *
51	62,712 *
52	62,553 *
53	62,000 *
54	61,742 *
55	60,300 *
56	60,000 *
57	59,328 *
58	59,025 *
59	58,522 *
60	57,890 *
61	55,620 *
62	52,620 *
63	52,354 *
64	50,988 *
65	50,000 *
66	49,464 *
67	48,136 *
68	42,276 *
69	35,700 *
AVERAGE "*"	73,893
AVERAGE ALL	73,714
AVERAGE R1	83,761
AVERAGE R2	66,421
AVERAGE D1	65,998
LEVEL 3 AVG	81,940
LEVEL 4 AVG	71,523

FINANCIAL ADMINISTRATOR:
DIRECTOR OF RESEARCH
ACCOUNTING

RANK	SALARY
1	82,433 *
2	76,003 *
3	71,532 *
4	71,159 *
5	71,064 *
6	64,008 *
7	63,290 *
8	61,228 *
9	58,308 *
10	56,300
11	55,892 *
12	54,080 *
13	53,313 *
14	51,500 *
15	51,396 *
16	49,800 *
17	46,700 *
18	46,422 *
19	44,939 *
20	43,930 *
21	41,000 *
22	39,265 *
23	37,745 *
24	37,326 *
25	35,807 *
AVERAGE "*"	54,506
AVERAGE ALL	54,578
AVERAGE R1	60,351
LEVEL 4 AVG	57,393
LEVEL 5 AVG	45,645

FINANCIAL ADMINISTRATOR:
TREASURER OR BURSAR

RANK	SALARY
1	141,600 *
2	89,410 *
3	89,000 *
4	87,570 *
5	83,342 *
6	80,779 *
7	78,484 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR:
TREASURER OR BURSAR

RANK (CONTINUED)	SALARY
8	77,724
9	77,305 *
10	75,000 *
11	73,000 *
12	72,312 *
13	71,000 *
14	68,826 *
15	68,557 *
16	66,828 *
17	64,473 *
18	64,405 *
19	62,000 *
20	61,390 *
21	61,388 *
22	61,300 *
23	60,669 *
24	60,568 *
25	59,796 *
26	59,700 *
27	59,537 *
28	59,500 *
29	57,163 *
30	57,000 *
31	56,418
32	56,152 *
33	(55,656)*
34	54,900 *
35	54,684
36	54,256 *
37	53,841 *
38	52,515 *
39	52,220 *
40	51,996 *
41	50,718 *
42	50,247 *
43	49,888 *
44	49,597 *
45	49,490 *
46	49,300 *
47	45,400 *
48	42,509 *
49	41,881
50	41,142 *
51	35,000 *
52	31,950
53	29,088 *
54	11,152 *
AVERAGE "*"	61,367
AVERAGE ALL	60,549
AVERAGE R1	66,193
AVERAGE R2	62,164
AVERAGE D1	53,997
LEVEL 3 AVG	86,921
LEVEL 4 AVG	59,699
LEVEL 5 AVG	55,724

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PURCHASING

RANK	SALARY
1	121,800 *
2	97,337 *
3	96,950 *
4	92,800 *
5	90,607 *
6	86,396 *
7	86,206 *
8	84,600 *
9	79,400 *
10	79,300 *
11	78,400
12	77,775 *
13	77,500 *
14	77,368 *
15	77,225 *
16	75,000 *
17	74,000 *
18	72,947 *
19	72,540 *
20	71,758
21	71,712 *
22	71,300 *
23	70,452 *
24	68,649 *
25	68,251 *
26	68,187 *
27	67,529 *
28	67,477 *
29	66,594 *
30	66,558
31	66,550 *
32	66,070 *
33	65,835 *
34	65,760
35	65,200 *
36	65,004 *
37	65,000 *
38	65,000 *
39	64,652 *
40	64,100 *
41	63,710 *
42	63,325 *
43	63,036 *
44	63,000 *
45	62,613 *
46	62,000 *
47	62,000 *
48	61,950 *
49	61,436 *
50	60,950 *
51	60,770 *
52	59,800 *
53	59,768 *
54	59,436 *
55	59,200 *
56	59,059 *
57	58,488 *
58	58,324 *
59	58,180 *
60	57,773 *
61	57,430 *
62	57,000
63	56,776 *
64	56,016 *
65	55,666 *
66	55,580 *
67	55,575 *
68	54,250 *
69	(54,119)*
70	53,600 *
71	53,600 *
72	52,578 *
73	52,004 *
74	51,852 *
75	51,600
76	50,950 *
77	49,531 *
78	49,200 *
79	45,206 *
80	41,868 *
81	41,758 *
82	40,980 *
83	38,883 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PURCHASING

(CONTINUED)

AVERAGE "*"	65,059
AVERAGE ALL	65,068
AVERAGE R1	71,835
AVERAGE R2	59,328
AVERAGE D1	58,156
LEVEL 3 AVG	75,922
LEVEL 4 AVG	63,680
LEVEL 5 AVG	64,681

FINANCIAL ADMINISTRATOR:
DIRECTOR OF BENEFITS

RANK	SALARY
1	74,435 *
2	73,542 *
3	68,600 *
4	68,185 *
5	67,571 *
6	66,300 *
7	65,655 *
8	65,525 *
9	63,500 *
10	58,000 *
11	58,000 *
12	57,200 *
13	55,925 *
14	54,514 *
15	54,366 *
16	53,609 *
17	52,713 *
18	51,753 *
19	51,327 *
20	51,124 *
21	50,004 *
22	50,000 *
23	49,684 *
24	48,382 *
25	46,266 *
26	46,077 *
27	44,768 *
28	44,148
29	42,432 *
30	42,408 *
31	42,393 *
32	42,000 *
33	41,496 *
34	40,420 *
35	39,984 *
36	38,235 *
37	38,151 *
38	37,260 *
39	36,734 *
40	36,508 *
41	27,773 *
AVERAGE "*"	51,320
AVERAGE ALL	51,146
AVERAGE R1	56,113
AVERAGE R2	43,319
LEVEL 4 AVG	52,025
LEVEL 5 AVG	48,266

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	171,696 *
2	144,500 *
3	100,666 *
4	92,330 *
5	91,127 *
6	90,700 *
7	90,607 *
8	90,082 *
9	89,735 *
10	89,578 *
11	88,878 *
12	88,000 *
13	85,490 *
14	85,000 *
15	84,600 *
16	84,460 *
17	83,000 *
18	82,512 *
19	81,670 *
20	81,334 *
21	80,877 *
22	80,000 *
23	80,000 *
24	80,000 *
25	80,000 *
26	79,667 *
27	79,450 *
28	78,540 *
29	77,500 *
30	77,100 *
31	77,070 *
32	76,910 *
33	75,000 *
34	75,000 *
35	74,372 *
36	73,495 *
37	73,124 *
38	72,484 *
39	71,900 *
40	70,967 *
41	70,500 *
42	70,000 *
43	69,840 *
44	69,168
45	68,600 *
46	68,000 *
47	67,689 *
48	65,500 *
49	65,260 *
50	64,313 *
51	64,100 *
52	62,400
53	61,911 *
54	61,645 *
55	60,624 *
56	60,000 *
57	58,414 *
58	56,484 *
59	56,120 *
60	55,445 *
61	54,073 *
62	54,000 *
63	51,613 *
64	51,302 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

(CONTINUED)

AVERAGE "*"	77,175
AVERAGE ALL	76,819
AVERAGE R1	87,751
AVERAGE R2	70,490
AVERAGE D1	66,404
LEVEL 3 AVG	82,156
LEVEL 4 AVG	72,178

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL

RANK	SALARY
1	91,800 *
2	79,072 *
3	76,035 *
4	73,780 *
5	73,500 *
6	72,694 *
7	71,400 *
8	70,488 *
9	69,550 *
10	63,768 *
11	63,527 *
12	63,465
13	(62,561)*
14	61,800 *
15	61,200 *
16	60,000 *
17	59,600 *
18	58,673 *
19	58,556 *
20	58,410 *
21	58,240 *
22	57,200 *
23	56,300 *
24	56,152 *
25	54,900 *
26	54,750 *
27	54,555 *
28	54,555 *
29	53,612 *
30	53,500 *
31	52,864 *
32	51,500 *
33	51,000 *
34	50,590 *
35	50,486 *
36	50,245 *
37	50,004 *
38	49,776 *
39	49,572
40	49,488
41	48,542 *
42	48,000 *
43	46,392 *
44	46,336 *
45	45,634 *
46	45,350 *
47	44,000 *
48	43,882 *
49	43,747 *
50	43,100 *
51	42,684 *
52	42,490 *
53	42,360 *
54	41,764 *
55	41,279 *
56	40,700 *
57	40,699 *
58	40,223 *
59	40,000
60	38,586 *
61	38,472 *
62	37,500 *
63	37,452 *
64	37,417 *
65	37,038 *
66	35,027 *
67	33,700 *
68	33,000 *
69	22,268 *
AVERAGE "*"	52,066
AVERAGE ALL	51,983
AVERAGE R1	56,580
AVERAGE R2	48,175
AVERAGE D1	46,190
LEVEL 3 AVG	76,047
LEVEL 4 AVG	52,983
LEVEL 5 AVG	43,770

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	128,232 *
2	100,664 *
3	94,100 *
4	(93,500)*
5	90,414
6	86,000 *
7	83,066 *
8	81,224 *
9	79,926 *
10	79,640 *
11	78,681 *
12	77,600 *
13	76,729 *
14	76,159 *
15	75,425 *
16	74,760 *
17	74,100 *
18	72,981 *
19	72,500 *
20	72,205 *
21	70,243 *
22	70,175 *
23	70,000 *
24	69,756 *
25	69,600 *
26	68,500 *
27	68,251 *
28	66,963 *
29	66,939 *
30	66,919 *
31	66,164 *
32	65,810 *
33	65,295 *
34	63,998 *
35	63,355 *
36	62,389 *
37	61,742 *
38	61,620 *
39	61,240 *
40	60,410 *
41	57,086 *
42	56,063 *
43	55,584
44	55,344 *
45	55,165 *
46	54,573 *
47	54,500 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1996-97

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TABLE I (CONTINUED)

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

RANK (CONTINUED)	SALARY
48	54,155 *
49	53,541 *
50	52,923 *
51	49,000 *
52	48,765 *
53	47,311 *
54	46,116 *
55	40,014 *
AVERAGE "*"	68,329
AVERAGE ALL	68,498
AVERAGE R1	75,046
AVERAGE R2	62,840
AVERAGE D1	61,475
LEVEL 3 AVG	72,260
LEVEL 4 AVG	69,147
LEVEL 5 AVG	57,496

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	132,100 *
2	126,034 *
3	109,900 *
4	109,695 *
5	107,935 *
6	107,496 *
7	105,576 *
8	105,300 *
9	103,317 *
10	99,600 *
11	95,500 *
12	95,155 *
13	90,899 *
14	88,500 *
15	88,322 *
16	87,139 *
17	87,064 *
18	87,060 *
19	86,400 *
20	86,235 *
21	85,934 *
22	85,690 *
23	85,574 *
24	85,200 *
25	84,495 *
26	84,460 *
27	84,270 *
28	83,902 *
29	83,768 *
30	83,320 *
31	83,160
32	83,000 *
33	83,000
34	82,958 *
35	82,000 *
36	81,679 *
37	81,566 *
38	81,151 *
39	80,000 *
40	80,000 *
41	79,943 *
42	79,659 *
43	79,320
44	78,936 *
45	78,563 *
46	76,836 *
47	76,816 *
48	76,690 *
49	75,064 *
50	75,000 *
51	74,850 *
52	72,610 *
53	72,500 *
54	72,450 *
55	72,000 *
56	71,260
57	70,349 *
58	68,400 *
59	68,000 *
60	67,983 *
61	67,698 *
62	67,236 *
63	67,062 *
64	66,500 *
65	66,415 *
66	64,900 *
67	64,884 *
68	64,375 *
69	63,000 *
70	62,831 *
71	55,805 *
72	44,621 *
AVERAGE "*"	82,208
AVERAGE ALL	82,040
AVERAGE R1	91,068
AVERAGE R2	75,870
AVERAGE D1	72,674
LEVEL 3 AVG	85,930
LEVEL 4 AVG	79,565

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	110,000 *
2	99,500 *
3	97,607 *
4	97,082 *
5	90,700 *
6	89,000 *
7	87,000 *
8	85,929
9	85,700 *
10	85,513 *
11	84,221 *
12	83,554 *
13	82,020 *
14	79,786 *
15	79,600 *
16	79,300 *
17	76,738 *
18	76,055 *
19	76,008 *
20	75,120
21	74,700 *
22	74,675 *
23	73,535 *
24	72,500 *
25	70,000 *
26	69,912 *
27	69,800 *
28	69,400 *
29	69,320 *
30	68,847 *
31	68,448 *
32	68,374 *
33	67,378

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK (CONTINUED)	SALARY	
34	66,932	*
35	66,900	*
36	66,722	*
37	66,477	*
38	66,234	*
39	66,200	*
40	65,402	*
41	64,380	*
42	63,764	*
43	63,364	*
44	62,643	*
45	62,500	*
46	61,855	*
47	61,413	*
48	61,281	*
49	61,050	*
50	61,000	*
51	60,500	*
52	60,250	*
53	60,100	*
54	59,598	
55	58,998	*
56	57,851	*
57	57,343	*
58	57,202	*
59	57,084	
60	57,000	*
61	56,850	*
62	56,712	*
63	56,496	*
64	55,610	*
65	55,419	*
66	54,480	*
67	54,200	*
68	54,100	*
69	53,304	*
70	52,481	*
71	51,031	*
72	50,281	*
73	49,400	
74	48,579	*
75	47,616	*
76	40,212	*
77	39,720	*
78	39,711	*
79	39,605	*

RANK (CONTINUED)	SALARY	
AVERAGE "*"	66,749	
AVERAGE ALL	66,673	
AVERAGE R1	73,618	
AVERAGE R2	60,676	
AVERAGE D1	61,711	
LEVEL 3 AVG	69,052	
LEVEL 4 AVG	66,726	

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY	
1	97,503	*
2	94,450	*
3	94,000	*
4	91,900	*
5	90,640	*
6	90,000	*
7	87,400	*
8	86,292	*
9	85,350	*
10	84,960	*
11	84,777	*
12	83,494	*
13	83,475	*
14	82,020	*
15	80,515	*
16	79,407	*
17	77,600	
18	75,941	*
19	75,500	*
20	74,940	*
21	73,468	*
22	72,850	*
23	72,000	*
24	70,466	*
25	70,400	*
26	70,000	*
27	68,292	*
28	68,225	*
29	67,844	*
30	66,499	*
31	66,073	*
32	65,874	*
33	65,804	*
34	65,200	*
35	65,000	*
36	63,500	*
37	62,708	*
38	62,100	*
39	61,800	*
40	61,305	*
41	61,035	*
42	60,000	*
43	60,000	*
44	58,146	*
45	58,000	*
46	57,915	*
47	57,400	*
48	57,192	*
49	56,424	
50	56,191	*
51	55,750	*
52	55,000	*
53	54,648	*
54	53,748	*
55	53,630	*
56	53,561	*
57	51,414	*
58	50,628	
59	49,168	*
60	(48,084)	*
61	44,508	*
62	43,152	*
63	42,882	*
64	42,380	*
65	39,499	*
66	34,620	*
67	33,034	*
AVERAGE "*"	66,296	
AVERAGE ALL	66,083	
AVERAGE R1	74,367	
AVERAGE R2	60,368	
AVERAGE D1	51,465	
LEVEL 3 AVG	73,525	
LEVEL 4 AVG	66,334	
LEVEL 5 AVG	52,747	

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS
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TABLE I (CONTINUED)

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	230,200 *
2	216,674 *
3	205,000 *
4	200,004 *
5	186,936 *
6	181,000 *
7	180,250 *
8	176,034 *
9	175,000 *
10	173,000 *
11	170,100 *
12	170,010 *
13	168,000 *
14	165,000 *
15	165,000 *
16	163,662 *
17	162,570 *
18	162,500 *
19	161,300 *
20	(160,000)*
21	158,800 *
22	156,750 *
23	154,500
24	(150,000)*
25	150,000 *
26	149,999
27	149,690 *
28	149,350 *
29	148,502 *
30	147,500 *
31	147,390 *
32	147,100 *
33	146,550 *
34	146,259 *
35	145,000 *
36	145,000 *
37	144,924 *
38	144,200 *
39	143,900 *
40	143,823 *
41	143,200 *
42	141,300 *
43	140,000 *
44	138,009 *
45	138,000 *
46	135,000 *
47	135,000 *
48	133,880 *
49	133,620 *
50	(133,448)*
51	132,500 *
52	131,000 *
53	(130,610)*
54	130,000 *
55	129,703 *
56	129,180 *
57	128,750 *
58	128,600 *
59	126,950 *
60	125,898 *
61	125,688
62	125,340
63	125,000 *
64	124,580 *
65	124,333 *
66	121,637 *
67	120,864
68	120,000 *
69	118,968 *
70	117,558 *
71	116,425
72	115,510 *
73	115,000 *
74	115,000 *
75	114,045 *
76	113,375 *
77	112,227 *
78	111,708 *
79	111,288 *
80	106,000 *
81	102,521 *
82	101,500 *
83	99,000 *
84	97,400 *
85	91,800 *

AVERAGE "*"	142,533
AVERAGE ALL	141,799
AVERAGE R1	156,563
AVERAGE R2	128,475
AVERAGE D1	135,606
LEVEL 2 AVG	141,874

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	115,170 *
2	114,515 *
3	112,327 *
4	112,240 *
5	107,513 *
6	102,510 *
7	100,842 *
8	100,408 *
9	96,385 *
10	96,000 *
11	95,062 *
12	93,342 *
13	90,600 *
14	90,168 *
15	89,337 *
16	88,310 *
17	85,572
18	83,249 *
19	82,932 *
20	82,620 *
21	82,584
22	82,400 *
23	79,500 *
24	77,301 *
25	76,150 *
26	75,000 *
27	69,220 *
28	68,800
29	68,481 *
30	68,400 *
31	67,300 *
32	66,966 *
33	64,100 *
34	63,648 *
35	62,436 *
36	60,000 *
37	56,650 *
38	55,296 *
39	55,000 *
40	54,000 *
41	49,248 *
42	48,410 *

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ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION
ADMINISTRATOR

(CONTINUED)

AVERAGE "M"	80,847
AVERAGE ALL	80,714
AVERAGE R1	83,664
AVERAGE D1	73,809
LEVEL 3 AVG	84,747
LEVEL 4 AVG	77,241

ACADEMIC ADMINISTRATORS:
DEAN/DIRECTOR OF
ENROLLMENT MANAGEMENT

RANK	SALARY
1	165,000 M
2	110,000 M
3	104,500 M
4	97,200 M
5	94,037 M
6	93,000 M
7	92,560 M
8	91,773 M
9	90,074 M
10	88,850 M
11	87,852 M
12	87,834 M
13	86,422 M
14	86,200 M
15	84,460 M
16	82,500 M
17	80,068 M
18	80,012 M
19	75,835 M
20	75,195 M
21	75,000 M
22	72,824 M
23	72,820 M
24	(72,520)M
25	68,500 M
26	61,200 M
27	58,339
28	57,790 M
29	57,536 M
30	56,040 M
31	55,750

RANK SALARY (CONTINUED)

AVERAGE "M"	84,400
AVERAGE ALL	82,635
AVERAGE R1	90,495
LEVEL 3 AVG	82,705
LEVEL 4 AVG	61,455

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	148,500 M
2	132,200 M
3	124,000 M
4	122,111 M
5	120,935 M
6	120,060 M
7	119,700 M
8	118,450 M
9	117,700 M
10	117,650 M
11	117,569 M
12	117,500 M
13	116,549 M
14	113,935 M
15	112,600 M
16	112,500 M
17	111,000 M
18	110,554 M
19	110,500 M
20	110,000 M
21	109,500 M
22	109,092 M
23	108,377 M
24	106,915 M
25	106,800 M
26	106,745 M
27	106,416 M
28	105,756
29	105,442 M
30	105,155 M
31	105,000 M
32	105,000 M
33	105,000 M
34	104,000 M
35	102,000 M
36	100,050 M
37	99,550 M
38	99,500 M
39	99,031
40	97,850 M
41	97,500 M
42	97,393 M
43	97,000 M
44	96,747
45	95,056 M
46	95,050 M
47	95,000 M
48	95,000 M
49	94,697 M
50	94,151 M
51	(94,080)M
52	93,812 M
53	93,441 M
54	93,416 M
55	93,300 M
56	93,289 M
57	93,000 M
58	92,424 M
59	92,024 M
60	92,000 M
61	91,777 M
62	90,384 M
63	90,381 M
64	89,000 M
65	88,865 M
66	87,760 M
67	86,600 M
68	86,533 M
69	86,223
70	85,539 M
71	83,653 M
72	82,840 M
73	82,658 M
74	82,658 M
75	82,271 M
76	81,960 M
77	81,672 M
78	79,500
79	78,043 M
80	77,774 M
81	77,388
82	75,961 M
83	72,670 M
84	70,000 M
85	65,837 M
86	64,100 M

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TABLE I (CONTINUED)

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

(CONTINUED)

AVERAGE "M"	99,087
AVERAGE ALL	98,507
AVERAGE R1	107,538
AVERAGE R2	92,515
AVERAGE D1	92,030
LEVEL 3 AVG	100,253
LEVEL 4 AVG	93,895

ACADEMIC ADMINISTRATORS:
MUSEUM DIRECTOR

RANK	SALARY
1	103,953 *
2	102,382 *
3	97,678 *
4	91,237 *
5	88,470 *
6	88,168 *
7	82,351 *
8	80,600 *
9	77,392 *
10	76,800 *
11	73,788 *
12	73,522 *
13	72,980 *
14	71,000 *
15	70,360 *
16	68,595 *
17	67,860 *
18	66,125 *
19	65,720 *
20	63,900 *
21	62,000 *
22	61,800 *
23	61,127 *
24	60,262 *
25	59,500
26	57,304 *
27	54,125 *
28	51,320 *
29	49,228 *
30	43,716
31	41,311 *
32	40,966 *
AVERAGE "M"	70,744
AVERAGE ALL	69,548
AVERAGE R1	78,364
AVERAGE R2	65,458
LEVEL 3 AVG	68,325
LEVEL 4 AVG	71,096

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	111,140 *
2	96,246 *
3	92,949 *
4	92,597 *
5	92,080 *
6	90,000 *
7	88,346 *
8	87,404 *
9	86,000 *
10	85,000 *
11	84,867 *
12	84,552
13	83,436 *
14	82,670 *
15	82,291 *
16	80,395 *
17	80,063 *
18	79,600 *
19	79,500 *
20	79,375 *
21	78,926 *
22	78,000 *
23	76,579 *
24	76,498 *
25	76,300 *
26	74,500 *
27	74,000 *
28	73,585 *
29	73,133 *
30	72,700 *
31	71,651 *
32	71,300 *
33	71,200 *
34	71,200 *
35	70,394 *
36	70,306 *
37	69,269 *
38	69,200 *
39	69,028 *
40	68,800
41	67,980 *
42	67,500 *
43	66,941 *
44	66,428
45	65,902 *
46	65,400 *
47	65,087 *
48	65,000 *
49	64,944
50	64,460 *
51	64,361 *
52	63,853 *
53	63,000 *
54	62,947 *
55	62,400 *
56	60,810 *
57	60,500 *
58	60,113 *
59	59,571 *
60	59,364 *
61	58,893 *
62	58,476 *
63	58,130 *
64	57,320 *
65	53,708 *
66	52,008 *
67	51,060 *
68	48,030
69	42,150 *
AVERAGE "M"	72,167
AVERAGE ALL	71,760
AVERAGE R1	76,524
AVERAGE R2	69,260
AVERAGE D1	68,870
LEVEL 3 AVG	75,630
LEVEL 4 AVG	70,221
LEVEL 5 AVG	72,084

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ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY	
1	108,767	*
2	102,400	*
3	101,000	*
4	97,200	*
5	92,000	*
6	91,000	*
7	90,000	*
8	86,292	*
9	86,000	*
10	85,920	*
11	82,300	*
12	81,800	*
13	81,420	*
14	81,000	*
15	80,537	*
16	77,425	*
17	77,108	*
18	76,749	*
19	76,500	*
20	75,333	*
21	75,218	*
22	74,172	*
23	74,100	*
24	74,004	
25	73,840	*
26	73,500	*
27	73,431	*
28	72,825	*
29	72,306	*
30	72,000	*
31	71,880	*
32	70,931	*
33	70,717	*
34	69,710	*
35	69,680	*
36	69,634	*
37	69,200	*
38	69,024	*
39	68,181	*
40	67,747	*
41	67,318	
42	67,000	*
43	65,484	*
44	65,271	*
45	65,000	*
46	64,695	
47	64,465	*
48	64,130	*
49	64,000	*
50	63,717	*
51	63,349	*
52	63,151	*
53	62,213	*
54	61,600	*
55	(61,123)	*
56	61,032	
57	60,483	*
58	60,224	*
59	59,234	*
60	58,160	*
61	58,061	*
62	57,751	*
63	57,292	
64	57,276	*
65	57,192	*
66	57,000	*
67	56,650	*
68	55,104	*
69	54,530	*
70	53,841	*
71	51,291	*
72	49,201	*
73	48,134	*
74	48,000	*
75	46,374	*
76	46,115	*
77	45,744	*
78	43,784	*
79	42,010	*
80	40,700	*

AVERAGE "*"	68,349
AVERAGE ALL	68,132
AVERAGE R1	70,431
AVERAGE R2	65,811
AVERAGE D1	66,247
LEVEL 3 AVG	72,400
LEVEL 4 AVG	68,219
LEVEL 5 AVG	45,574

ACADEMIC DEANS:
AGRICULTURE

RANK	SALARY	
1	181,387	*
2	155,800	*
3	146,800	*
4	144,207	*
5	144,200	*
6	143,526	*
7	143,000	*
8	142,000	*
9	139,000	*
10	138,500	*
11	135,000	*
12	132,709	*
13	130,900	*
14	128,524	*
15	128,500	*
16	127,890	*
17	127,000	*
18	126,720	*
19	125,100	*
20	121,172	*
21	(120,000)	*
22	118,320	*
23	117,288	*
24	116,099	*
25	(114,999)	*
26	113,712	*
27	113,630	*
28	111,560	*
29	105,653	*
30	105,515	*
31	102,957	*
32	101,500	*
33	99,276	*
34	98,712	*
35	94,990	*
36	93,679	*
37	87,290	*
38	75,300	*

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TABLE I (CONTINUED)

ACADEMIC DEANS:
AGRICULTURE

(CONTINUED)

AVERAGE "*"	122,432
AVERAGE ALL	122,432
AVERAGE R1	132,050
AVERAGE R2	114,716
LEVEL 3 AVG	121,530

ACADEMIC DEANS:
ARCHITECURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	138,576 *
2	133,400 *
3	130,522 *
4	126,000 *
5	123,650 *
6	122,110 *
7	(120,500)*
8	120,363 *
9	117,750 *
10	117,000 *
11	116,690 *
12	116,391 *
13	115,500 *
14	115,137 *
15	112,000 *
16	111,250 *
17	108,800 *
18	108,150 *
19	106,947 *
20	106,507 *
21	106,395 *
22	(105,600)*
23	103,305 *
24	103,008 *
25	102,687 *
26	100,510 *
27	100,225
28	99,100 *
29	98,385 *
30	96,305 *
31	91,814 *
32	89,100 *
33	88,928 *
AVERAGE "*"	111,012
AVERAGE ALL	110,685
AVERAGE R1	116,544
AVERAGE R2	101,791
LEVEL 3 AVG	110,865

ACADEMIC DEANS:
ARTS AND LETTERS

RANK	SALARY
1	146,000 *
2	128,000 *
3	122,000 *
4	108,667
5	(108,000)*
6	94,064 *
7	78,765 *
AVERAGE "*"	112,805
AVERAGE ALL	112,214
LEVEL 3 AVG	112,214

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	199,000 *
2	155,800 *
3	152,000 *
4	150,000 *
5	150,000 *
6	145,000 *
7	142,000 *
8	142,000 *
9	140,000 *
10	138,200 *
11	135,000 *
12	135,000 *
13	134,619 *
14	134,000 *
15	133,200 *
16	130,007 *
17	128,500 *
18	127,192 *
19	126,379 *
20	126,069 *
21	125,000 *
22	124,800 *
23	122,150 *
24	122,004 *
25	121,956 *
26	120,000 *
27	120,000 *
28	119,300 *
29	118,560 *
30	116,480 *
31	116,454 *
32	115,023 *
33	114,936
34	114,613 *
35	113,600 *
36	113,560 *
37	(112,926)*
38	110,280 *
39	110,000 *
40	109,136 *
41	109,000 *
42	108,321
43	107,387 *
44	105,636
45	105,547 *
46	100,000 *
47	98,487 *
48	97,000 *
49	96,312 *
50	94,712 *
51	90,814 *
52	86,835
53	85,000 *
54	84,019 *
55	82,500 *
56	81,350 *
AVERAGE "*"	120,806
AVERAGE ALL	119,601
AVERAGE R1	132,846
AVERAGE R2	109,344
AVERAGE D1	113,588
LEVEL 3 AVG	119,790

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ACADEMIC DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY	
1	290,000	*
2	197,998	*
3	194,900	*
4	192,300	*
5	184,000	*
6	180,180	*
7	175,000	*
8	173,800	*
9	172,700	*
10	172,500	
11	172,200	*
12	170,595	*
13	165,835	*
14	165,650	*
15	162,180	*
16	162,180	*
17	162,000	*
18	160,000	*
19	156,725	*
20	156,480	*
21	156,200	*
22	155,150	*
23	152,760	*
24	150,969	*
25	150,000	*
26	149,098	*
27	145,800	*
28	143,388	*
29	142,475	*
30	139,256	*
31	137,940	*
32	136,500	*
33	136,000	*
34	136,000	*
35	135,800	*
36	135,000	*
37	134,001	*
38	134,000	*
39	133,000	*
40	132,681	*
41	132,363	*
42	131,373	*
43	130,000	*
44	129,400	*
45	128,750	*
46	(128,500)	*
47	128,180	*
48	125,661	*
49	125,570	*
50	125,410	*
51	124,800	*
52	124,800	*
53	124,525	*
54	122,640	*
55	122,000	*
56	121,870	*
57	120,096	*
58	120,000	*
59	118,416	
60	118,315	*
61	117,606	*
62	117,529	*
63	117,298	*
64	116,945	
65	115,008	*
66	114,100	*
67	109,300	*
68	108,150	*
69	106,536	
70	106,464	*
71	106,092	*
72	102,038	*
73	102,000	*
74	99,132	*
75	99,097	*
76	98,000	*
77	93,814	*
78	92,781	*
79	91,200	*
80	88,997	*
81	87,500	*

AVERAGE "*"	137,405
AVERAGE ALL	136,971
AVERAGE R1	151,840
AVERAGE R2	127,919
AVERAGE D1	128,223
LEVEL 3 AVG	136,724

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY	
1	160,000	*
2	128,750	*
3	128,500	*
4	118,320	*
5	116,600	*
6	112,801	*
7	112,000	*
8	111,678	*
9	110,350	*
10	109,000	*
11	108,497	*
12	108,243	*
13	107,000	*
14	104,484	*
15	103,000	*
16	101,411	*
17	101,004	*
18	101,000	*
19	100,000	*
20	100,000	*
21	99,773	*
22	98,515	*
23	98,500	*
24	97,000	*
25	96,240	*
26	95,190	*
27	95,127	*
28	94,621	*
29	92,971	*
30	90,800	
31	89,556	*
32	88,500	*
33	87,655	*
34	85,000	*
35	85,000	*
36	83,612	*
37	83,230	*
38	83,000	*
39	82,178	*
40	79,926	*
41	67,138	
42	66,589	*
43	66,299	*
44	65,601	*
45	65,000	*
46	63,621	*
47	62,422	*
48	50,261	*

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TABLE I (CONTINUED)

ACADEMIC DEANS:
CONTINUING EDUCATION

(CONTINUED)

AVERAGE "*"	95,609
AVERAGE ALL	94,916
AVERAGE R1	104,032
AVERAGE R2	91,880
LEVEL 3 AVG	98,282
LEVEL 4 AVG	62,006

ACADEMIC DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	140,000 *
2	(123,083)*
3	119,453 *
4	114,100 *
5	113,630 *
6	102,610 *
7	79,530 *
AVERAGE "*"	113,201
AVERAGE ALL	113,201
LEVEL 3 AVG	113,201

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	161,288 *
2	145,500 *
3	144,315 *
4	141,100 *
5	139,632 *
6	136,600 *
7	131,850 *
8	130,410 *
9	127,155 *
10	125,004 *
11	125,000 *
12	124,667 *
13	122,720 *
14	122,366 *
15	122,000 *
16	121,540 *
17	121,000 *
18	120,500 *
19	120,500 *
20	120,051 *
21	(120,000)*
22	119,228 *
23	119,000 *
24	117,500 *
25	115,100 *
26	113,350 *
27	112,927 *
28	112,372 *
29	112,000 *
30	110,749 *
31	110,313 *
32	110,100 *
33	109,235 *
34	108,000 *
35	107,811 *
36	107,200 *
37	107,120 *
38	107,100 *
39	107,034 *
40	106,882 *
41	106,433 *
42	105,818 *
43	104,354 *
44	104,300 *
45	104,000 *
46	103,850 *
47	103,680 *
48	102,570 *
49	100,615 *
50	100,008
51	99,996
52	99,816 *
53	99,400 *
54	98,988 *
55	98,809 *
56	97,962 *
57	94,768
58	93,200 *
59	93,008 *
60	93,000 *
61	92,394 *
62	92,004 *
63	92,000 *
64	91,705 *
65	91,545 *
66	91,504 *
67	91,226 *
68	88,175 *
69	86,804 *
70	86,383
71	86,151 *
72	83,546 *
73	82,901 *
74	78,500 *
75	77,760 *
AVERAGE "*"	109,467
AVERAGE ALL	108,711
AVERAGE R1	116,327
AVERAGE R2	101,012
AVERAGE D1	106,841
LEVEL 3 AVG	108,920

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	206,100 *
2	198,000 *
3	190,000 *
4	184,000 *
5	177,820 *
6	176,135 *
7	175,812 *
8	174,720 *
9	166,000 *
10	165,165 *
11	162,163 *
12	161,732 *
13	155,000 *
14	155,000 *
15	154,149 *
16	154,000 *
17	152,400 *
18	152,300 *
19	152,168 *
20	150,000 *
21	145,600 *
22	143,434 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC DEANS:
ENGINEERING

RANK (CONTINUED)	SALARY	
23	143,000	*
24	143,000	*
25	143,000	
26	141,803	*
27	141,800	*
28	141,000	*
29	140,382	*
30	139,681	*
31	139,219	*
32	139,050	*
33	136,500	*
34	136,299	*
35	(135,500)	*
36	135,390	*
37	135,000	*
38	133,175	*
39	132,348	
40	131,560	*
41	130,000	*
42	128,603	*
43	126,667	*
44	126,556	*
45	126,480	*
46	126,240	*
47	125,145	*
48	124,212	*
49	121,992	*
50	120,000	*
51	119,016	
52	118,742	*
53	118,080	*
54	118,040	*
55	117,575	*
56	116,735	*
57	114,752	*
58	113,021	*
59	111,188	*
60	111,100	*
61	110,485	*
62	107,678	*
63	106,920	*
64	105,050	*
65	104,455	*
66	100,500	*
67	96,380	*
68	95,325	*
69	95,109	*
70	85,313	*
AVERAGE "*"	136,589	
AVERAGE ALL	136,620	
AVERAGE R1	149,134	
AVERAGE R2	125,074	
AVERAGE D1	128,245	
LEVEL 3 AVG	136,896	

ACADEMIC DEANS:
FINE ARTS

RANK	SALARY	
1	147,500	*
2	135,000	*
3	130,632	*
4	125,000	*
5	120,000	*
6	119,157	*
7	115,000	*
8	114,000	*
9	111,200	*
10	108,350	*
11	108,000	*
12	108,000	*
13	108,000	*
14	107,650	*
15	104,800	*
16	104,640	
17	102,430	*
18	102,167	*
19	101,210	*
20	99,324	
21	96,340	*
22	95,748	
23	95,000	*
24	(95,000)	*
25	88,149	*
26	84,000	*
27	74,305	*

RANK (CONTINUED)	SALARY
AVERAGE "*"	108,370
AVERAGE ALL	107,430
AVERAGE R1	112,267
LEVEL 3 AVG	107,850

ACADEMIC DEANS:
FORESTRY

RANK	SALARY	
1	143,000	*
2	127,600	*
3	123,640	*
4	108,150	*
5	102,804	*
6	98,730	*
7	88,093	*
8	83,120	*
AVERAGE "*"	109,392	
AVERAGE ALL	109,392	
LEVEL 3 AVG	109,392	

ACADEMIC DEANS:
GRADUATE

RANK	SALARY	
1	172,000	*
2	153,500	*
3	149,400	*
4	149,050	*
5	146,343	*
6	142,500	*
7	140,004	*
8	137,600	*
9	135,000	*
10	134,002	*
11	133,000	*
12	(127,463)	*
13	126,634	*
14	125,952	*
15	(121,900)	*

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

ACADEMIC DEANS:
GRADUATE

RANK (CONTINUED)	SALARY	
16	121,500	*
17	120,230	*
18	116,500	*
19	116,000	*
20	115,274	*
21	112,415	*
22	111,000	*
23	110,749	*
24	106,100	*
25	105,876	*
26	105,000	*
27	104,500	*
28	104,000	*
29	103,922	*
30	103,900	*
31	102,532	*
32	102,312	
33	101,825	*
34	101,450	*
35	(101,416)	*
36	101,198	*
37	100,000	*
38	100,000	*
39	99,899	*
40	99,500	*
41	99,282	*
42	98,732	
43	98,510	*
44	98,210	*
45	98,000	
46	97,010	*
47	95,700	*
48	95,388	
49	92,700	*
50	92,700	*
51	92,576	*
52	92,400	*
53	91,124	*
54	90,937	*
55	90,932	*
56	88,603	*
57	88,310	*
58	87,720	*
59	86,652	*
60	81,400	*
61	80,834	*
62	68,220	*
AVERAGE "*"	109,879	
AVERAGE ALL	109,151	
AVERAGE R1	117,818	
AVERAGE R2	102,395	
AVERAGE D1	100,838	
LEVEL 2 AVG	112,159	
LEVEL 3 AVG	108,944	

ACADEMIC DEANS:
HEALTH/PHYSICAL EDUCATION/RECREATION

RANK	SALARY	
1	118,500	*
2	113,510	*
3	112,300	*
4	108,000	*
5	107,500	*
6	107,187	*
7	105,900	*
8	104,620	*
9	96,521	*
10	93,867	
11	83,600	*
12	81,714	*
AVERAGE "*"	103,577	
AVERAGE ALL	102,768	
LEVEL 3 AVG	102,768	

ACADEMIC DEANS:
HOME ECONOMICS

RANK	SALARY	
1	135,865	*
2	133,600	*
3	125,500	*
4	125,000	*
5	(118,000)	*
6	116,511	*
7	114,600	*
8	114,505	*
9	114,000	*
10	113,086	*
11	111,010	*
12	107,490	*
13	106,750	*
14	104,000	*
15	102,280	*
16	102,000	*
17	93,000	*
18	89,800	*
19	87,394	*
20	77,280	*
AVERAGE "*"	109,580	
AVERAGE ALL	109,580	
AVERAGE R1	114,432	
LEVEL 3 AVG	111,280	

ACADEMIC DEANS:
HUMANITIES

RANK	SALARY	
1	151,044	*
2	120,595	*
3	115,000	*
4	109,304	*
5	(108,000)	*
6	(95,000)	*
7	89,900	*
8	85,000	*
AVERAGE "*"	109,230	
AVERAGE ALL	109,230	
LEVEL 3 AVG	109,230	

ACADEMIC DEANS:
JOURNALISM/COMMUNICATIONS

RANK	SALARY	
1	133,931	*
2	132,000	*
3	130,000	*
4	127,330	*

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ACADEMIC DEANS:
JOURNALISM/COMMUNICATIONS

RANK (CONTINUED)	SALARY
5	125,989 *
6	125,855 *
7	120,000 *
8	118,530 *
9	112,175 *
10	111,450 *
11	110,380 *
12	110,231 *
13	109,852 *
14	108,600 *
15	108,000 *
16	101,552 *
17	99,760 *
18	93,912 *
19	91,670 *
20	90,371 *
21	90,000
22	80,700 *
23	72,000 *
AVERAGE "*"	109,740
AVERAGE ALL	108,882
AVERAGE R1	113,111
LEVEL 3 AVG	110,163

ACADEMIC DEANS:
LAW

RANK	SALARY
1	222,810 *
2	220,000 *
3	185,688 *
4	181,824 *
5	180,000 *
6	176,034 *
7	172,237 *
8	167,000
9	167,000 *
10	164,241 *
11	159,500 *
12	158,500 *
13	157,195 *
14	155,728 *
15	155,080 *
16	155,000 *
17	153,000 *
18	152,500 *
19	151,500 *
20	149,250 *
21	147,930 *
22	145,046 *
23	143,671 *
24	141,739 *
25	140,246 *
26	140,000 *
27	139,000 *
28	138,099 *
29	137,501 *
30	137,000 *
31	136,000 *
32	134,550 *
33	134,160 *
34	131,507 *
35	129,420 *
36	118,504 *
37	113,300 *
38	104,845 *
39	90,000 *
40	87,840 *
AVERAGE "*"	148,883
AVERAGE ALL	149,336
AVERAGE R1	156,240
LEVEL 3 AVG	150,801

ACADEMIC DEANS:
LIBERAL ARTS

RANK	SALARY
1	148,351 *
2	145,000 *
3	136,722 *
4	118,000 *
5	110,746 *
6	104,960 *
7	103,680 *
8	103,290 *
9	102,804 *
10	99,504 *
11	93,300 *
AVERAGE "*"	115,123
AVERAGE ALL	115,123
LEVEL 3 AVG	112,136

ACADEMIC DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	180,300 *
2	117,791 *
3	116,250 *
4	110,000 *
5	109,695 *
6	107,100 *
7	105,707 *
8	101,500 *
9	(100,000)*
10	100,000 *
11	93,731 *
12	84,225
13	77,200 *
14	55,652 *
AVERAGE "*"	105,764
AVERAGE ALL	104,225
LEVEL 3 AVG	110,525

ACADEMIC DEANS:
MATHEMATICS

RANK	SALARY
1	132,930 *
2	131,500 *
3	(125,000)*
4	(123,083)*
5	111,425 *
6	110,000 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1996-97

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TABLE I (CONTINUED)

ACADEMIC DEANS:
MATHEMATICS

(CONTINUED)

AVERAGE "*"	122,323
AVERAGE ALL	122,323
LEVEL 3 AVG	124,788

ACADEMIC DEANS:
MUSIC

RANK	SALARY
1	153,500 *
2	143,600 *
3	121,938 *
4	114,570 *
5	110,301 *
6	104,011 *
7	99,200 *
8	98,280 *
9	98,000 *
10	95,148 *
11	94,760 *
12	87,000 *
AVERAGE "*"	110,042
AVERAGE ALL	110,042
LEVEL 3 AVG	112,137

ACADEMIC DEANS:
PUBLIC AFFAIRS

RANK	SALARY
1	155,923 *
2	121,100 *
3	111,000 *
4	105,500 *
5	103,685 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	119,442
AVERAGE ALL	119,442
LEVEL 3 AVG	123,381

ACADEMIC DEANS:
SCIENCE

RANK	SALARY
1	191,070 *
2	149,999 *
3	144,200 *
4	140,000 *
5	126,986 *
6	(125,000)*
7	118,089 *
8	117,300 *
9	116,080 *
10	116,000
11	110,748 *
12	109,357 *
13	109,108 *
14	106,464 *
15	104,088 *
16	100,572 *
17	95,275 *
18	90,500 *
AVERAGE "*"	120,873
AVERAGE ALL	120,602
AVERAGE R1	129,797
LEVEL 3 AVG	120,602

ACADEMIC DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	166,776 *
2	147,500 *
3	138,500 *
4	133,576 *
5	130,000 *
6	123,434 *
7	123,000
8	118,932 *
9	118,000 *
10	112,519 *
11	108,170 *
12	89,301 *
13	85,500 *
AVERAGE "*"	122,684
AVERAGE ALL	122,708
LEVEL 3 AVG	122,708

ACADEMIC DEANS:
SOCIAL WORK

RANK	SALARY
1	151,000 *
2	146,022 *
3	139,337 *
4	128,500
5	126,000 *
6	123,000 *
7	122,000 *
8	115,164 *
9	114,000 *
10	110,500 *
11	110,000 *
12	108,000 *
13	107,500 *
14	106,108 *
15	106,100 *
16	98,900 *
17	96,945 *
18	96,000 *
19	95,696 *
20	95,600 *
21	94,760 *
22	91,392 *
23	89,615 *
24	86,387 *

* = MASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC DEANS:
SOCIAL WORK

(CONTINUED)

AVERAGE "M"	110,001
AVERAGE ALL	110,772
AVERAGE R1	113,390
LEVEL 3 AVG	112,342

ACADEMIC DEANS:
UNDERGRADUATE STUDIES

RANK	SALARY
1	135,300 *
2	122,000 *
3	118,597 *
4	108,500 *
5	107,900 *
6	104,500 *
7	96,500
8	94,860
9	90,037 *
10	89,018 *
11	87,056 *
12	85,263 *
13	81,260 *
14	78,660 *
15	78,180 *
16	(73,177)*

AVERAGE "M"	97,103
AVERAGE ALL	96,926
AVERAGE R1	99,228
LEVEL 3 AVG	98,175

ACADEMIC DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	112,827 *
2	105,550 *
3	101,000
4	95,000 *
5	93,850 *
6	92,700 *
7	92,367 *
8	89,722 *
9	71,198 *
10	56,000 *

AVERAGE "M"	89,913
AVERAGE ALL	91,021
LEVEL 3 AVG	91,021

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	194,000
2	178,500 *
3	170,500 *
4	163,655 *
5	159,523 *
6	154,000 *
7	149,000 *
8	138,204 *
9	135,566 *
10	135,432 *
11	134,591 *
12	130,110 *
13	126,000 *
14	125,280 *
15	99,300 *
16	82,700 *

AVERAGE "M"	138,824
AVERAGE ALL	142,273
AVERAGE R1	144,912
LEVEL 3 AVG	142,273

MEDICAL DEANS:
HEALTH-RELATED
PROFESSIONAL

RANK	SALARY
1	161,000 *
2	128,000 *
3	126,000 *
4	125,000 *
5	120,100 *
6	117,447 *
7	117,000 *
8	115,206 *
9	114,605 *
10	114,000
11	113,960 *
12	110,616 *
13	109,535 *
14	107,600 *
15	105,500 *
16	105,100 *
17	104,148
18	101,112 *
19	99,282 *
20	97,607 *
21	89,143 *
22	86,395 *
23	85,628

AVERAGE "M"	112,510
AVERAGE ALL	111,043
AVERAGE R1	120,355
LEVEL 3 AVG	111,043

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	420,717 *
2	405,200
3	340,000 *
4	294,370 *
5	275,000 *
6	254,658 *
7	250,796 *
8	246,080 *
9	233,690 *
10	233,484 *
11	227,400 *
12	224,700 *
13	216,700 *
14	198,739 *
15	197,948 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

MEDICAL DEANS:
MEDICINE

RANK (CONTINUED)	SALARY
16	188,100 *
17	179,549 *
18	162,985 *
19	151,920 *
20	149,866 *
21	140,040 *
22	137,115 *
23	127,200 *
24	125,000 *
25	83,148 *
26	80,500 *
AVERAGE "*"	205,588
AVERAGE ALL	213,266
AVERAGE R1	221,258
LEVEL 2 AVG	212,930
LEVEL 3 AVG	213,327

MEDICAL DEANS:
NURSING

RANK	SALARY
1	165,000 *
2	163,800 *
3	156,690 *
4	147,500 *
5	145,487 *
6	143,812 *
7	136,500 *
8	136,000
9	136,000 *
10	131,327 *
11	126,600 *
12	125,000 *
13	120,984 *
14	120,500 *
15	119,600 *
16	119,500 *
17	117,000 *
18	116,506 *
19	116,281 *
20	115,105 *
21	113,899 *
22	113,300 *
23	111,000 *
24	108,907 *
25	107,052 *
26	106,513 *
27	105,134 *
28	101,500 *
29	100,496
30	98,332 *
31	98,086 *
32	95,876 *
33	93,215 *
34	91,493 *
35	90,015 *
36	89,630 *
37	82,194 *
AVERAGE "*"	117,981
AVERAGE ALL	117,996
AVERAGE R1	127,314
LEVEL 3 AVG	117,996

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	167,000 *
2	156,000
3	152,496 *
4	147,000 *
5	146,783 *
6	145,000 *
7	139,224 *
8	139,050 *
9	137,100 *
10	136,000 *
11	135,893 *
12	129,168 *
13	126,000 *
14	125,500 *
15	125,026 *
16	120,856 *
17	120,000 *
18	119,835 *
19	116,600 *
20	114,500 *
21	110,210 *
22	106,704 *
23	106,296 *
24	105,593 *
25	91,500 *
26	81,663 *
AVERAGE "*"	125,800
AVERAGE ALL	126,961
AVERAGE R1	134,850
LEVEL 3 AVG	127,460

MEDICAL DEANS:
PUBLIC HEALTH

RANK	SALARY
1	165,250 *
2	165,000 *
3	160,680 *
4	156,700 *
5	156,000 *
6	125,960 *
AVERAGE "*"	154,932
AVERAGE ALL	154,932
LEVEL 3 AVG	154,932

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	154,830 *
2	153,878 *
3	147,000 *
4	146,663 *
5	142,500 *
6	141,200 *
7	140,000 *
8	138,825 *
9	137,600 *
10	131,750 *
11	131,340 *
12	126,197 *

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MEDICAL DEANS:
VETERINARY MEDICINE

RANK (CONTINUED)	SALARY
13	122,471 *
14	118,150 *
15	115,279 *
16	115,008 *
17	102,723 *
18	94,980 *
AVERAGE "*"	131,133
AVERAGE ALL	131,133
AVERAGE R1	137,969
LEVEL 3 AVG	131,133

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES OFFICER

RANK	SALARY
1	173,243 *
2	160,176 *
3	149,350 *
4	136,176 *
5	135,000 *
6	129,782 *
7	129,228 *
8	128,960 *
9	125,000 *
10	125,000 *
11	124,000 *
12	123,837 *
13	122,000 *
14	121,500 *
15	120,000 *
16	120,000 *
17	119,960 *
18	119,000 *
19	118,500 *
20	118,450 *
21	118,125 *
22	118,000 *
23	117,797 *
24	117,400 *
25	116,300 *
26	115,872
27	115,000
28	114,915 *
29	114,636 *
30	114,368 *
31	113,703 *
32	113,695 *
33	112,800 *
34	112,275 *
35	112,100 *
36	110,500 *
37	110,000 *
38	110,000 *
39	109,701 *
40	109,513 *
41	109,500 *
42	109,000 *
43	109,000 *
44	108,909 *
45	106,661 *
46	106,530 *
47	106,300 *
48	105,102 *
49	105,000 *
50	104,400 *
51	104,000 *
52	103,734 *
53	103,000 *
54	102,516 *
55	102,251 *
56	101,355 *
57	101,181
58	100,940 *
59	100,520
60	100,000 *
61	99,254 *
62	97,850 *
63	97,440 *
64	97,253 *
65	96,374 *
66	96,000 *
67	95,500 *
68	95,400 *
69	95,004 *
70	94,860 *
71	94,650 *
72	92,000 *
73	91,055 *
74	90,020 *
75	90,000 *
76	87,996
77	87,070 *
78	86,275 *
79	85,510 *
80	84,000 *
81	83,640 *
82	81,868 *
AVERAGE "*"	109,925
AVERAGE ALL	109,570
AVERAGE R1	118,401
AVERAGE R2	102,426
AVERAGE D1	103,845
LEVEL 2 AVG	111,417
LEVEL 3 AVG	99,768

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	117,600 *
2	102,012 *
3	95,981 *
4	95,100 *
5	92,600 *
6	92,524 *
7	90,000
8	(84,455)*
9	84,200 *
10	84,082 *
11	84,000 *
12	83,072 *
13	82,400 *
14	82,203 *
15	82,000 *
16	81,665 *
17	79,500
18	78,042 *
19	76,875 *
20	75,047 *
21	74,552 *
22	73,460 *
23	73,150 *
24	72,250 *
25	72,000 *
26	70,343
27	70,029 *
28	70,018 *
29	69,523 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK (CONTINUED)	SALARY
30	69,860 *
31	68,775 *
32	67,554 *
33	67,177 *
34	66,849 *
35	66,000 *
36	(65,806)*
37	65,262 *
38	64,964 *
39	64,610 *
40	64,566 *
41	64,200 *
42	63,777 *
43	63,256 *
44	63,000 *
45	63,000 *
46	62,500 *
47	62,400 *
48	62,400 *
49	61,585 *
50	61,560 *
51	61,200 *
52	61,000 *
53	60,500 *
54	60,130 *
55	60,075 *
56	60,019 *
57	59,119 *
58	58,200 *
59	58,012 *
60	56,020 *
61	55,601 *
62	55,362 *
63	55,008 *
64	55,000 *
65	55,000 *
66	54,632 *
67	54,500 *
68	54,100 *
69	52,058
70	50,493 *
71	49,853 *
72	49,591 *
73	49,056 *
74	48,823 *
75	48,662 *
76	47,730 *
77	46,287 *
78	45,991 *
79	43,784 *
80	41,594 *
81	41,000 *
AVERAGE "*"	66,269
AVERAGE ALL	66,600
AVERAGE R1	73,383
AVERAGE R2	68,852
AVERAGE D1	62,514
LEVEL 3 AVG	75,352
LEVEL 4 AVG	64,289

STUDENT SERVICES ADMIN.:
DIRECTOR OF DINING SERVICES

RANK	SALARY
1	90,338 *
2	86,700 *
3	84,510 *
4	84,500 *
5	79,545 *
6	75,057 *
7	73,892 *
8	73,430 *
9	73,027 *
10	73,000 *
11	72,606 *
12	72,430 *
13	69,735 *
14	68,550 *
15	68,420
16	66,700 *
17	64,890 *
18	60,019 *
19	59,675 *
20	59,250 *
21	58,692
22	58,500 *
23	58,298 *
24	55,938 *
25	55,500 *
26	55,290 *
27	55,191 *
28	53,040 *
29	53,000 *
30	52,776 *
31	50,328 *
32	50,103 *
33	50,000 *
34	49,900 *
35	44,640 *
36	43,447 *
37	38,199 *
AVERAGE "*"	63,200
AVERAGE ALL	63,219
AVERAGE R1	68,145
LEVEL 3 AVG	74,262
LEVEL 4 AVG	64,329
LEVEL 5 AVG	50,161

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	122,520 *
2	100,000 *
3	98,119 *
4	93,600 *
5	93,326 *
6	91,669 *
7	89,571 *
8	87,530
9	85,800 *
10	85,200 *
11	85,200 *
12	84,600 *
13	84,214 *
14	84,200 *
15	84,156 *
16	80,000 *
17	79,500 *
18	79,344 *
19	79,140 *
20	78,677 *
21	78,500 *
22	78,301 *
23	77,765 *
24	77,350 *
25	77,293 *
26	77,249 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT AFFAIRS

RANK (CONTINUED)	SALARY
27	76,809 *
28	75,500 *
29	75,000 *
30	74,134 *
31	72,240
32	(71,440)*
33	71,021 *
34	69,095 *
35	69,034 *
36	68,669 *
37	67,980 *
38	65,165 *
39	63,600 *
40	63,433 *
41	62,400 *
42	62,160 *
43	62,000
44	58,703 *
45	58,585 *
46	57,112 *
47	54,624 *
48	52,463 *
49	49,594 *
50	48,821 *
51	44,748 *
52	42,276 *
AVERAGE "*"	74,442
AVERAGE ALL	74,412
AVERAGE R1	78,509
AVERAGE R2	69,601
AVERAGE D1	70,511
LEVEL 3 AVG	74,530
LEVEL 4 AVG	74,190

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	156,900 *
2	153,719 *
3	152,964 *
4	136,185 *
5	129,468 *
6	129,000 *
7	128,123 *
8	126,900 *
9	122,916 *
10	121,567 *
11	115,299 *
12	115,254 *
13	112,332 *
14	107,448 *
15	106,173 *
16	104,547 *
17	102,133 *
18	101,034 *
19	99,996 *
20	99,960 *
21	99,173
22	98,724 *
23	98,500 *
24	98,400 *
25	96,642 *
26	95,900 *
27	95,059 *
28	95,052 *
29	93,659 *
30	93,503 *
31	90,349 *
32	90,124 *
33	88,542 *
34	87,633 *
35	87,288 *
36	86,875 *
37	86,088 *
38	86,081 *
39	85,204 *
40	83,677 *
41	83,000 *
42	82,400 *
43	81,508 *
44	81,370
45	78,564 *
46	78,288
47	78,000 *
48	76,970 *
49	76,366 *
50	76,100 *
51	75,510 *
52	73,236
53	72,800 *
54	72,000 *
55	(70,100)*
56	70,000 *
57	69,597 *
58	68,985 *
59	66,950 *
60	64,492 *
61	64,000 *
62	54,457 *
63	53,028 *
64	50,703 *
65	49,500 *
66	48,095 *
67	46,476 *
AVERAGE "*"	91,886
AVERAGE ALL	91,357
AVERAGE R1	102,172
AVERAGE R2	84,722
AVERAGE D1	72,328
LEVEL 3 AVG	88,768
LEVEL 4 AVG	91,529

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	89,259 *
2	82,100 *
3	81,400 *
4	80,616 *
5	79,554 *
6	79,011 *
7	77,292
8	75,330 *
9	74,822 *
10	74,000 *
11	73,213 *
12	71,420 *
13	71,006 *
14	70,045 *
15	68,543 *
16	68,070 *
17	67,600 *
18	66,850 *
19	66,771 *
20	65,992 *
21	65,016 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER SERVICES

RANK (CONTINUED)	SALARY	
22	64,682	
23	64,340	*
24	64,260	*
25	64,173	*
26	64,078	*
27	63,545	*
28	63,000	*
29	63,000	*
30	62,784	*
31	62,594	*
32	62,503	*
33	61,893	*
34	61,607	*
35	59,370	*
36	59,355	*
37	59,070	*
38	58,620	*
39	57,904	*
40	57,778	*
41	57,577	*
42	56,000	*
43	55,584	*
44	55,000	*
45	54,500	*
46	54,366	*
47	54,010	*
48	54,000	*
49	53,367	*
50	53,345	*
51	53,248	*
52	53,000	*
53	52,266	*
54	51,455	*
55	51,325	*
56	50,650	*
57	50,625	*
58	50,000	*
59	49,393	*
60	48,988	*
61	48,569	*
62	48,500	
63	48,000	*
64	47,512	*
65	47,424	*
66	47,124	*
67	47,000	*

RANK	SALARY	
68	46,994	*
69	46,691	*
70	46,568	*
71	46,296	*
72	46,267	*
73	46,206	*
74	44,805	*
75	44,554	
76	43,776	*
77	42,170	*
78	41,268	*
79	40,000	*
80	30,160	*
AVERAGE "*"	58,500	
AVERAGE ALL	58,513	
AVERAGE R1	63,641	
AVERAGE R2	54,758	
AVERAGE D1	54,666	
LEVEL 3 AVG	58,995	
LEVEL 4 AVG	58,854	

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT UNION

RANK	SALARY	
1	106,068	*
2	91,000	*
3	84,024	*
4	83,356	*
5	82,568	*
6	80,400	*
7	80,168	*
8	77,556	*
9	76,722	*
10	76,000	*
11	74,000	*
12	71,500	*
13	70,833	*
14	70,576	*
15	70,400	*
16	69,735	*
17	69,084	*
18	68,652	
19	68,120	*
20	67,680	
21	66,987	*

RANK	SALARY	
22	(66,304)	*
23	66,131	*
24	66,035	*
25	66,000	*
26	65,119	*
27	63,000	*
28	62,183	*
29	62,000	*
30	61,439	*
31	61,347	*
32	61,096	*
33	60,805	*
34	60,442	*
35	59,601	*
36	59,550	*
37	59,038	*
38	58,944	*
39	58,545	
40	58,105	*
41	57,646	*
42	57,585	*
43	57,371	*
44	57,178	*
45	55,460	*
46	54,769	*
47	54,750	*
48	54,720	*
49	54,709	*
50	54,175	*
51	54,162	*
52	53,000	*
53	52,838	*
54	52,561	*
55	52,530	*
56	52,250	*
57	52,008	*
58	50,095	*
59	50,042	*
60	(49,919)	*
61	49,804	*
62	49,474	*
63	49,000	*
64	47,980	*
65	46,183	*
66	46,053	*
67	45,371	*
68	45,000	*
69	41,340	*
70	39,192	
71	37,201	*

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT UNION

(CONTINUED)

AVERAGE "M"	61,512
AVERAGE ALL	61,344
AVERAGE R1	67,936
AVERAGE R2	59,212
AVERAGE D1	53,732
LEVEL 3 AVG	67,985
LEVEL 4 AVG	60,041

STUDENT SERVICES ADMIN.:
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
1	121,008 *
2	118,450 *
3	97,500 *
4	94,500 *
5	90,640 *
6	90,607 *
7	87,588 *
8	(87,000)*
9	81,028 *
10	78,275 *
11	(77,333)*
12	75,835 *
13	72,400 *
14	71,690 *
15	71,050 *
16	68,250 *
17	67,724 *
18	66,700 *
19	66,491 *
20	65,285 *
21	64,830 *
22	62,436 *
23	61,200 *
24	60,972 *
25	60,048 *
26	59,615 *
27	59,034 *
28	58,888 *
29	58,849 *
30	56,623 *
31	55,633 *
32	54,957
33	54,900 *
34	53,000 *
35	51,288 *
36	50,000 *
37	50,000 *
38	49,595 *
39	49,102 *
40	49,065 *
41	46,124 *
42	43,981 *
43	42,024 *
44	41,677 *
45	41,550 *
46	40,368 *
47	39,900 *
48	38,840 *
49	38,665 *
50	26,928 *

AVERAGE "M"	63,557
AVERAGE ALL	63,385
AVERAGE R1	69,741
AVERAGE R2	59,553
LEVEL 2 AVG	108,819
LEVEL 3 AVG	69,672
LEVEL 4 AVG	57,848

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK	SALARY
1	102,057 *
2	100,092 *
3	96,540
4	92,520 *
5	90,500 *
6	87,384 *
7	(86,900)*
8	85,786 *
9	84,625 *
10	84,035 *
11	82,191
12	(80,855)*
13	80,577 *
14	77,226 *
15	75,500 *
16	74,412 *
17	74,314 *
18	73,800 *
19	73,700 *
20	73,200 *
21	73,184 *
22	73,090 *
23	73,000 *
24	72,339 *
25	72,100 *
26	71,147 *
27	70,800 *
28	70,233 *
29	69,844 *
30	69,613 *
31	68,788 *
32	68,433 *
33	68,292
34	68,180 *
35	67,882 *
36	67,028 *
37	67,000 *
38	66,391 *
39	66,023 *
40	64,832 *
41	64,743 *
42	64,440 *
43	64,236 *
44	64,210 *
45	63,861 *
46	63,000 *
47	61,467 *
48	61,228 *
49	60,792 *
50	60,042 *
51	58,270 *
52	58,000 *
53	57,802
54	57,790 *
55	57,500 *
56	57,401 *
57	57,346 *
58	56,271 *
59	56,268 *
60	55,452 *
61	55,376 *
62	55,116 *
63	54,700 *
64	54,581 *
65	54,091 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK (CONTINUED)	SALARY
66	53,175 *
67	53,038 *
68	50,700 *
69	50,000 *
70	47,537 *
71	46,350
72	45,473 *
73	45,000 *
74	31,484 *
AVERAGE "*"	66,811
AVERAGE ALL	67,043
AVERAGE R1	70,194
AVERAGE R2	65,097
AVERAGE D1	62,393
LEVEL 3 AVG	77,686
LEVEL 4 AVG	65,666

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL
& RECREATIONAL SPORTS

RANK	SALARY
1	145,000 *
2	121,000 *
3	114,307 *
4	94,158
5	79,750 *
6	77,641 *
7	76,650 *
8	76,634 *
9	75,241 *
10	71,486 *
11	70,020 *
12	69,683 *
13	69,035 *
14	66,841 *
15	65,000 *
16	64,400 *
17	62,796
18	62,208 *
19	62,040 *
20	61,824 *
21	(61,620)*
22	60,981 *
23	60,779 *
24	60,146 *
25	59,948 *
26	59,180 *
27	59,000 *
28	58,913 *
29	58,859 *
30	58,499 *
31	58,152 *
32	58,098 *
33	58,008
34	57,906 *
35	56,000 *
36	54,180 *
37	54,130 *
38	53,964 *
39	53,750 *
40	53,400 *
41	53,266 *
42	52,719 *
43	51,597 *
44	51,000 *
45	50,775 *
46	50,504 *
47	49,600 *
48	48,678 *
49	48,038 *
50	47,966 *
51	47,736 *
52	45,770 *
53	45,226 *
54	45,146 *
55	44,340 *
56	43,199 *
57	41,097 *
58	41,000 *
59	40,456 *
60	39,712 *
61	36,990 *
62	36,235 *
63	35,975 *
64	35,150 *
65	32,800 *
66	29,870 *
67	28,555 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	57,806
AVERAGE ALL	58,426
AVERAGE R1	61,786
AVERAGE R2	53,756
AVERAGE D1	57,783
LEVEL 3 AVG	73,365
LEVEL 4 AVG	59,073
LEVEL 5 AVG	42,939

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL
STUDENT SERVICES

RANK	SALARY
1	89,337 *
2	86,114 *
3	77,259 *
4	72,932 *
5	72,552 *
6	68,400 *
7	68,124 *
8	67,725 *
9	66,148 *
10	65,500 *
11	64,876 *
12	63,388 *
13	60,243 *
14	60,212 *
15	59,314 *
16	58,500 *
17	57,721 *
18	57,720 *
19	56,650 *
20	55,356 *
21	54,472 *
22	53,945 *
23	53,251 *
24	53,020 *
25	52,350 *
26	51,485 *
27	51,233 *
28	49,870 *
29	49,176
30	48,776 *
31	48,214 *
32	46,890 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK (CONTINUED)	SALARY
33	46,725 *
34	46,350 *
35	45,900 *
36	45,055 *
37	44,951 *
38	44,186 *
39	(44,028)*
40	43,500 *
41	43,000 *
42	41,592 *
43	41,343 *
44	41,200 *
45	41,108 *
46	40,488 *
47	40,242 *
48	39,694 *
49	38,628 *
50	37,798 *
51	37,375 *
52	35,565 *
AVERAGE "*"	53,535
AVERAGE ALL	53,452
AVERAGE R1	57,717
AVERAGE R2	44,689
AVERAGE D1	52,936
LEVEL 3 AVG	64,421
LEVEL 4 AVG	51,770
LEVEL 5 AVG	48,469

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	88,856 *
2	88,000 *
3	(79,091)*
4	72,000
5	72,000 *
6	68,505 *
7	68,120 *
8	66,034 *
9	62,511 *
10	62,218 *
11	60,648 *
12	60,638 *
13	54,925 *
14	54,740 *
15	54,355 *
16	54,300 *
17	53,801 *
18	53,354 *
19	53,000 *
20	52,842 *
21	52,426 *
22	52,200 *
23	51,200 *
24	50,470 *
25	50,042 *
26	49,069 *
27	47,799 *
28	47,494 *
29	46,818 *
30	45,000 *
31	44,761 *
32	42,840 *
33	42,500 *
34	41,410 *
35	40,729 *
36	40,582 *
37	39,026 *
38	38,840
39	38,388 *
40	37,536 *
41	35,908 *
42	35,349 *
43	35,311 *
44	33,619 *
AVERAGE "*"	52,581
AVERAGE ALL	52,710
AVERAGE R1	55,397
AVERAGE R2	53,368
LEVEL 3 AVG	65,284
LEVEL 4 AVG	52,055
LEVEL 5 AVG	44,083

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	110,000 *
2	103,000 *
3	98,000 *
4	97,900 *
5	96,463 *
6	96,241 *
7	91,773 *
8	90,000 *
9	90,000 *
10	89,136 *
11	88,085 *
12	83,320 *
13	81,000 *
14	79,800 *
15	79,550 *
16	79,387 *
17	78,931 *
18	78,505 *
19	77,800 *
20	77,480 *
21	76,773 *
22	74,700 *
23	74,500 *
24	73,884 *
25	72,500 *
26	72,000 *
27	71,848 *
28	71,050 *
29	70,836 *
30	70,564 *
31	70,387 *
32	70,000 *
33	69,005 *
34	67,500 *
35	67,500 *
36	66,254 *
37	66,024
38	65,722 *
39	65,000 *
40	64,181 *
41	63,484 *
42	63,250 *
43	63,221 *
44	62,800 *
45	62,688 *
46	61,000 *
47	60,792 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1996-97

TABLE I (CONTINUED)

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK (CONTINUED)	SALARY
48	60,247 *
49	60,200 *
50	60,000 *
51	59,668 *
52	59,028
53	57,830 *
54	57,751 *
55	57,360 *
56	57,348 *
57	57,310 *
58	54,202 *
59	52,305 *
60	51,732 *
61	50,556 *
62	47,656 *
63	47,286 *
64	46,426
65	46,350 *
66	43,051 *
AVERAGE "*"	70,772
AVERAGE ALL	70,154
AVERAGE R1	75,869
AVERAGE R2	65,437
AVERAGE D1	64,703
LEVEL 3 AVG	76,028
LEVEL 4 AVG	69,949
LEVEL 5 AVG	52,163

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	87,651 *
2	86,500 *
3	86,300 *
4	85,708 *
5	81,173 *
6	80,670 *
7	80,256 *
8	79,942 *
9	77,820 *
10	77,811 *
11	77,555 *
12	77,430 *
13	76,676 *
14	76,400 *
15	75,793 *
16	74,540 *
17	74,400 *
18	73,884 *
19	73,500 *
20	73,200 *
21	72,400 *
22	72,400 *
23	72,000 *
24	71,848 *
25	71,070 *
26	70,820 *
27	70,000 *
28	69,948
29	69,435 *
30	69,300
31	69,228 *
32	68,993 *
33	68,742 *
34	68,650 *
35	68,596 *
36	68,567 *
37	68,395 *
38	67,750 *
39	67,610 *
40	67,558
41	66,740 *
42	66,280 *
43	66,048
44	65,000 *
45	64,890 *
46	64,181 *
47	64,170 *
48	61,800 *
49	61,700 *
50	61,368 *
51	60,000 *
52	59,630 *
53	59,100 *
54	58,305 *
55	58,000 *
56	57,727 *
57	57,626 *
58	56,650 *
59	56,036 *
60	55,728 *
61	55,686
62	55,188 *
63	55,011 *
64	54,977 *
65	54,600 *
66	54,193 *
67	54,014 *
68	53,832 *
69	53,646 *
70	53,418 *
71	53,371 *
72	52,000 *
73	51,895 *
74	51,516 *
75	50,033 *
76	49,000
77	48,000 *
78	47,500 *
79	47,460 *
AVERAGE "*"	65,881
AVERAGE ALL	65,656
AVERAGE R1	69,303
AVERAGE R2	63,377
AVERAGE D1	63,540
LEVEL 3 AVG	68,452
LEVEL 4 AVG	65,539
LEVEL 5 AVG	57,932

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	170,000 *
2	158,122 *
3	154,000 *
4	142,160 *
5	135,850 *
6	130,650 *
7	126,000 *
8	123,204 *
9	120,000 *
10	120,000 *
11	120,000 *
12	120,000 *
13	119,525 *
14	117,797 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

RANK (CONTINUED)	SALARY
15	117,000 *
16	116,232
17	116,075 *
18	115,000 *
19	114,636 *
20	114,000 *
21	111,092 *
22	110,124 *
23	109,221 *
24	108,809 *
25	108,800 *
26	108,700 *
27	108,570 *
28	107,935 *
29	107,216 *
30	105,373 *
31	105,000 *
32	104,148 *
33	(103,000)*
34	102,700 *
35	96,500 *
36	90,759 *
37	90,130 *
38	87,070 *
39	83,480 *
40	82,493 *
AVERAGE "*"	114,491
AVERAGE ALL	114,534
AVERAGE R1	116,738
AVERAGE R2	113,475
LEVEL 2 AVG	116,689
LEVEL 3 AVG	91,731

DEVELOPMENT ADMINISTRATORS:
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	182,938 *
2	170,000 *
3	165,000 *
4	164,500 *
5	158,122 *
6	150,520 *
7	150,108 *
8	146,600 *
9	146,000 *
10	144,000 *
11	141,000 *
12	140,134 *
13	133,515 *
14	133,440
15	128,500 *
16	126,000 *
17	125,962 *
18	125,000 *
19	124,216 *
20	119,800 *
21	119,300 *
22	118,010 *
23	115,360 *
24	115,250 *
25	111,570 *
26	111,000 *
27	110,854 *
28	110,000 *
29	108,000 *
30	105,400 *
31	103,017
32	101,700 *
33	101,074
34	100,082 *
35	98,500 *
36	94,848 *
37	91,642 *
38	(91,576)*
39	(89,192)*
40	84,000 *
41	81,279 *
42	80,004 *
43	77,600 *
44	71,499 *
45	51,500 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	118,573
AVERAGE ALL	118,169
AVERAGE R1	129,044
AVERAGE D1	116,511
LEVEL 2 AVG	128,224
LEVEL 3 AVG	98,330
LEVEL 4 AVG	102,033

DEVELOPMENT ADMINISTRATORS:
CHIEF PUBLIC RELATIONS OFFICER

RANK	SALARY
1	160,910 *
2	143,500 *
3	121,561 *
4	119,480 *
5	119,205 *
6	118,750 *
7	106,100 *
8	(105,361)*
9	104,850 *
10	103,000 *
11	101,750 *
12	101,448 *
13	100,550 *
14	100,050 *
15	97,250 *
16	96,404 *
17	94,065 *
18	92,000 *
19	91,475 *
20	90,300 *
21	85,774 *
22	85,696 *
23	84,500 *
24	84,400 *
25	77,014 *
26	76,874 *
27	76,527 *
28	76,390 *
29	75,744 *
30	74,735 *
31	73,906 *
32	73,325 *
33	67,400 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

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TABLE I (CONTINUED)

DEVELOPMENT ADMINISTRATORS:
CHIEF PUBLIC RELATIONS OFFICER

RANK (CONTINUED)	SALARY
34	64,516 *
35	63,520 *
36	62,500 *
37	58,512
38	58,500 *
39	54,219 *
40	39,431 *
AVERAGE "*"	90,333
AVERAGE ALL	89,537
AVERAGE R1	98,678
LEVEL 2 AVG	110,905
LEVEL 3 AVG	83,305
LEVEL 4 AVG	71,137

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	84,180 *
2	76,372 *
3	70,300 *
4	66,912 *
5	66,699 *
6	64,429 *
7	61,853 *
8	58,000 *
9	53,090 *
10	52,047 *
11	50,000 *
12	49,500 *
13	45,732
14	45,540 *
15	45,011 *
16	43,688 *
17	42,849 *
18	40,365 *
19	36,763 *
20	34,831 *
21	33,759 *
22	33,421 *
23	31,350 *
24	30,324 *
AVERAGE "*"	50,925
AVERAGE ALL	50,709
AVERAGE R1	58,827
LEVEL 3 AVG	58,187
LEVEL 4 AVG	53,709
LEVEL 5 AVG	40,055

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	99,482 *
2	(95,604)*
3	95,000 *
4	91,475 *
5	90,000 *
6	87,650 *
7	85,500 *
8	84,903 *
9	84,324
10	84,081 *
11	84,000 *
12	83,000 *
13	78,000 *
14	77,192 *
15	76,661 *
16	75,760 *
17	75,551 *
18	74,004
19	73,832 *
20	73,600 *
21	73,200 *
22	72,113 *
23	69,484 *
24	68,470 *
25	67,929 *
26	64,944 *
27	64,491
28	61,900 *
29	61,500 *
30	61,234 *
31	61,200 *
32	60,000 *
33	59,360 *
34	59,000 *
35	58,440 *
36	56,808 *
37	55,660 *
38	54,605 *
39	53,873 *
40	52,760 *
41	52,602 *
42	52,567 *
43	48,282 *
44	47,215 *
45	47,148 *
46	47,084 *
47	46,866
48	45,639 *
49	42,000 *
50	36,382 *
AVERAGE "*"	67,450
AVERAGE ALL	67,448
AVERAGE R1	73,850
AVERAGE R2	64,714
AVERAGE D1	64,878
LEVEL 2 AVG	72,206
LEVEL 3 AVG	74,782
LEVEL 4 AVG	64,621

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	121,917 *
2	107,609 *
3	107,000 *
4	106,500 *
5	105,000 *
6	96,000 *
7	92,000 *
8	90,000 *
9	88,860
10	87,550 *
11	87,437 *
12	86,802 *
13	83,996 *
14	83,835 *
15	82,174 *
16	81,436 *
17	80,250 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK (CONTINUED) SALARY

18	78,446 *
19	78,024 *
20	77,322 *
21	76,662 *
22	74,450 *
23	72,924 *
24	66,924
25	66,630 *
26	60,594 *
27	59,500 *
28	59,490 *
29	57,915 *
30	55,105 *
31	53,052 *
32	45,381 *
AVERAGE "*"	80,500
AVERAGE ALL	80,337
AVERAGE R1	88,714
LEVEL 3 AVG	86,202
LEVEL 4 AVG	75,776

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	130,750 *
2	123,060 *
3	109,500 *
4	105,700 *
5	98,262 *
6	95,794 *
7	94,500 *
8	93,852 *
9	92,700 *
10	88,875 *
11	87,550 *
12	85,829 *
13	84,410 *
14	84,000 *
15	83,996 *
16	83,697 *
17	83,588 *
18	82,893
19	82,290 *
20	81,542
21	80,808 *
22	79,510 *
23	77,950 *
24	77,200 *
25	77,190 *
26	76,622 *
27	76,529 *
28	75,500 *
29	73,954 *
30	73,134 *
31	71,429 *
32	70,000 *
33	69,400 *
34	69,084 *
35	68,928
36	68,825 *
37	67,263 *
38	66,859 *
39	66,765 *
40	66,541 *
41	65,593 *
42	65,386 *
43	64,248 *
44	61,543 *
45	61,349 *
46	60,152 *
47	60,000 *
48	59,521 *
49	59,000 *
50	58,400 *
51	57,600 *
52	57,200 *
53	57,186 *
54	56,628 *
55	54,875 *
56	53,718 *
57	53,440 *
58	52,403 *
59	52,218 *
60	50,972 *
61	50,627 *
62	49,980 *
63	47,500 *
64	46,596 *
65	45,675 *
66	45,673 *
67	44,179 *
68	41,328
69	39,848 *
70	38,390
AVERAGE "*"	71,145
AVERAGE ALL	70,536
AVERAGE R1	79,092
AVERAGE R2	67,143
AVERAGE D1	60,718
LEVEL 3 AVG	73,016
LEVEL 4 AVG	70,024
LEVEL 5 AVG	56,918

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	165,012 *
2	155,000 *
3	150,000 *
4	145,100 *
5	133,100 *
6	133,000 *
7	132,000 *
8	125,163 *
9	122,200 *
10	120,454 *
11	118,000 *
12	115,920 *
13	110,000 *
14	109,695 *
15	106,500 *
16	105,000 *
17	103,284
18	102,500 *
19	102,400 *
20	101,700 *
21	100,926 *
22	100,799 *
23	100,000 *
24	100,000 *
25	99,800 *
26	97,860 *
27	97,782 *
28	96,806 *
29	95,300 *
30	95,000 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1996-97

TABLE I (CONTINUED)

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT

RANK (CONTINUED)	SALARY
31	94,443 *
32	93,100 *
33	92,076 *
34	92,000 *
35	91,340 *
36	91,000 *
37	90,342 *
38	90,000 *
39	88,430 *
40	87,421 *
41	86,110 *
42	85,000
43	83,296 *
44	83,000 *
45	81,770 *
46	79,850 *
47	70,000 *
48	65,000 *
AVERAGE "*"	104,265
AVERAGE ALL	103,843
AVERAGE R1	112,184
AVERAGE R2	94,056
LEVEL 2 AVG	110,818
LEVEL 3 AVG	102,621
LEVEL 4 AVG	86,482

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	128,328 *
2	114,100 *
3	113,700 *
4	107,000 *
5	104,981 *
6	102,720 *
7	99,090 *
8	98,916 *
9	96,729 *
10	96,531
11	95,000 *
12	94,240 *
13	89,627 *
14	88,500 *
15	(87,360)*
16	87,127 *
17	85,260 *
18	85,200 *
19	84,034 *
20	83,718 *
21	82,706 *
22	82,160 *
23	81,700 *
24	78,500 *
25	78,280 *
26	78,280 *
27	78,000 *
28	75,870 *
29	75,222
30	74,000 *
31	73,354 *
32	70,775 *
33	65,041 *
34	64,618 *
35	62,500 *
36	56,244 *
37	56,000 *
38	49,000 *
39	48,269 *
AVERAGE "*"	83,809
AVERAGE ALL	83,915
AVERAGE R1	89,185
AVERAGE D1	86,097
LEVEL 3 AVG	89,544
LEVEL 4 AVG	79,851

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	173,708 *
2	117,170 *
3	116,530 *
4	114,600 *
5	112,476 *
6	103,300 *
7	96,700 *
8	96,151 *
9	89,810 *
10	88,500 *
11	87,756
12	84,000 *
13	83,065 *
14	81,400 *
15	78,800 *
16	78,460 *
17	78,120 *
18	76,241 *
19	74,508 *
20	73,600 *
21	73,530 *
22	72,619 *
23	72,168
24	70,000 *
25	68,492 *
26	67,071 *
27	65,836 *
28	65,414 *
29	60,000 *
30	58,870 *
31	58,600
32	56,960 *
33	56,606 *
34	56,000 *
35	55,464 *
36	51,480 *
37	40,700 *
AVERAGE "*"	80,474
AVERAGE ALL	79,855
AVERAGE R1	87,727
AVERAGE D1	63,919
LEVEL 3 AVG	90,966
LEVEL 4 AVG	75,931

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	112,425 *
2	102,145 *
3	100,250 *
4	100,000 *
5	97,156 *

* = MASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK (CONTINUED)	SALARY
6	93,085 *
7	87,739 *
8	87,500 *
9	87,000 *
10	86,500 *
11	86,090 *
12	85,800 *
13	84,732
14	83,230 *
15	82,000 *
16	80,000 *
17	78,540 *
18	74,250 *
19	73,358 *
20	73,124 *
21	73,068
22	72,018 *
23	65,426 *
24	65,414 *
25	65,300
26	64,816 *
27	63,860 *
28	61,800 *
29	61,451 *
30	60,489 *
31	57,766 *
32	57,100 *
33	55,825 *
34	54,996 *
35	54,000 *
36	52,205 *
AVERAGE "*"	76,284
AVERAGE ALL	76,124
AVERAGE R1	80,596
LEVEL 3 AVG	81,443
LEVEL 4 AVG	76,269

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	206,076 *
2	174,658 *
3	168,264 *
4	156,673 *
5	151,200 *
6	150,000 *
7	150,000 *
8	148,150 *
9	146,343 *
10	146,170 *
11	145,000 *
12	144,500 *
13	143,500 *
14	142,810 *
15	142,500 *
16	141,034 *
17	138,570 *
18	134,274 *
19	133,900 *
20	132,999 *
21	132,000 *
22	130,771 *
23	127,500 *
24	(127,463)*
25	126,634 *
26	(125,950)*
27	125,000 *
28	(123,840)*
29	123,250 *
30	(121,900)*
31	121,365 *
32	121,300 *
33	116,500 *
34	115,600 *
35	115,360 *
36	115,274 *
37	115,199 *
38	113,700 *
39	113,030 *
40	112,476 *
41	112,415 *
42	108,868 *
43	108,750 *
44	108,314 *
45	106,755 *
46	105,876 *
47	105,397 *
48	104,724 *
49	104,500 *
50	104,140 *
51	103,315 *
52	102,600 *
53	102,500 *
54	101,825 *
55	100,817 *
56	99,420 *
57	98,510 *
58	98,262 *
59	97,850 *
60	97,619 *
61	97,010 *
62	95,304 *
63	87,200 *
64	82,500
AVERAGE "*"	123,376
AVERAGE ALL	122,738
AVERAGE R1	134,419
AVERAGE R2	109,817
LEVEL 2 AVG	127,420
LEVEL 3 AVG	113,266

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	140,970 *
2	127,110 *
3	115,057 *
4	99,936 *
5	98,800 *
6	96,402 *
7	95,400 *
8	95,195 *
9	93,704 *
10	90,396 *
11	89,188 *
12	88,060 *
13	84,692 *
14	83,718 *
15	81,812 *
16	79,598 *
17	77,597 *
18	77,292 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

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TABLE I (CONTINUED)

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK (CONTINUED)	SALARY
19	77,000
20	76,864 *
21	75,000 *
22	74,975 *
23	74,285 *
24	73,923 *
25	73,220 *
26	72,413 *
27	72,400 *
28	71,532 *
29	70,443 *
30	69,144
31	69,010 *
32	68,628 *
33	67,553 *
34	67,442 *
35	67,100 *
36	66,790 *
37	66,719 *
38	65,436 *
39	64,617 *
40	64,237
41	63,900 *
42	63,730 *
43	62,185 *
44	60,719 *
45	60,147 *
46	59,754 *
47	59,419 *
48	58,000 *
49	57,162 *
50	55,613 *
51	55,353 *
52	55,000 *
53	51,985 *
54	49,465 *
55	49,140 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	75,286
AVERAGE ALL	75,004
AVERAGE R1	83,480
AVERAGE R2	64,932
AVERAGE D1	69,084
LEVEL 3 AVG	83,785
LEVEL 4 AVG	68,486

AGRICULTURAL ADMINSTRATORS:
VICE PRESIDENT FOR AGRICULTURE

RANK	SALARY
1	155,800 *
2	151,690 *
3	(146,183)*
4	138,200 *
5	133,952 *
6	108,000 *
7	100,779 *
8	94,554 *
AVERAGE "*"	128,645
AVERAGE ALL	128,645
LEVEL 2 AVG	132,734

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	134,172 *
2	128,048 *
3	127,000 *
4	126,896 *
5	115,612 *
6	113,630 *
7	111,151 *
8	108,609 *
9	107,000 *
10	106,321 *
11	105,708 *
12	105,500 *

RANK	SALARY
13	104,484 *
14	102,770 *
15	99,412 *
16	99,000 *
17	(97,968)*
18	96,168 *
19	95,893 *
20	92,750 *
21	90,744 *
22	90,000 *
23	90,000 *
24	90,000 *
25	87,551 *
26	85,313 *
27	84,160 *
28	70,504 *
AVERAGE "*"	102,370
AVERAGE ALL	102,370
AVERAGE R1	107,905
LEVEL 3 AVG	101,447
LEVEL 4 AVG	105,172

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION

RANK	SALARY
1	137,200 *
2	133,999 *
3	132,000 *
4	128,524 *
5	121,000 *
6	119,000 *
7	118,320 *
8	117,401 *
9	113,712 *
10	110,000 *
11	(109,728)*
12	107,142 *
13	106,021 *
14	97,449 *
15	96,924 *
16	95,688 *
17	95,568 *
18	85,504 *
19	85,313 *
20	72,553 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION

(CONTINUED)

AVERAGE "M" 109,152
AVERAGE ALL 109,152

LEVEL 3 AVG 115,190
LEVEL 4 AVG 100,011

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	140,004 *
2	132,080 *
3	122,669 *
4	118,000 *
5	112,034 *
6	110,740 *
7	110,000 *
8	105,000 *
9	102,000 *
10	102,000 *
11	99,800
12	99,287 *
13	97,994
14	95,970 *
15	93,890 *
16	93,730 *
17	92,754 *
18	92,231 *
19	92,000 *
20	91,118 *
21	91,000 *
22	88,300 *
23	87,563 *
24	87,550 *
25	84,003 *
26	83,400 *
27	82,814 *
28	80,000 *
29	77,782 *
30	77,000 *
31	76,694 *
32	76,661 *
33	76,000 *
34	75,769 *
35	75,100 *
36	74,500 *
37	74,480 *
38	74,375 *
39	73,903 *
40	73,700
41	71,933 *
42	70,464 *
43	70,287 *
44	70,063 *
45	70,000 *
46	70,000 *
47	69,457 *
48	69,404 *
49	69,384 *
50	68,481 *
51	65,006 *
52	64,272 *
53	63,960 *
54	63,560 *
55	60,900 *
56	59,737 *
57	52,728 *
58	52,536 *
59	50,277 *
60	48,552 *
61	48,400 *
62	42,500 *

AVERAGE "M" 81,259
AVERAGE ALL 81,706

AVERAGE R1 87,911
AVERAGE R2 78,652
AVERAGE D1 75,831

LEVEL 2 AVG 85,026
LEVEL 3 AVG 86,833
LEVEL 4 AVG 77,026
LEVEL 5 AVG 68,487

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	144,500 *
2	120,489 *
3	98,000 *
4	92,531 *
5	92,287 *
6	91,100 *
7	89,995 *
8	88,670 *
9	86,800 *
10	85,967 *
11	85,079 *
12	82,000 *
13	81,576 *
14	81,358 *
15	80,474 *
16	80,000 *
17	79,450 *
18	77,500 *
19	76,950 *
20	76,779 *
21	76,426 *
22	76,000 *
23	75,680 *
24	75,550 *
25	74,600 *
26	74,364
27	73,699
28	73,400 *
29	72,800 *
30	72,470 *
31	70,200 *
32	68,880 *
33	68,500 *
34	68,350 *
35	68,251 *
36	68,000 *
37	67,600 *
38	67,305 *
39	67,043 *
40	66,975 *
41	66,837 *
42	66,522 *
43	66,023 *
44	65,500 *
45	65,327 *
46	65,035 *
47	65,000 *
48	64,983 *
49	64,864 *
50	64,311 *
51	64,306 *
52	63,685 *
53	63,000 *
54	61,770 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1996-97

TABLE I (CONTINUED)

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK (CONTINUED)	SALARY
55	61,045 *
56	60,271 *
57	60,000 *
58	59,700 *
59	59,664 *
60	59,620 *
61	59,304 *
62	58,500 *
63	55,914
64	55,729 *
65	(54,504)*
66	53,580 *
67	52,921 *
68	51,765 *
69	50,000 *
70	50,000 *
71	50,000 *
72	46,344 *
73	45,475 *
74	44,478 *
75	41,970 *
76	34,423 *
AVERAGE "*"	69,671
AVERAGE ALL	69,605
AVERAGE R1	76,959
AVERAGE R2	67,161
AVERAGE D1	62,469
LEVEL 2 AVG	74,178
LEVEL 3 AVG	76,414
LEVEL 4 AVG	66,218
LEVEL 5 AVG	58,501

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	177,000 *
2	156,300 *
3	131,246 *
4	130,910 *
5	127,700 *
6	124,300 *
7	124,200 *
8	124,000 *
9	120,000 *
10	120,000 *
11	115,000 *
12	114,900 *
13	114,600 *
14	110,605 *
15	110,360 *
16	110,282 *
17	110,219 *
18	109,200 *
19	109,200 *
20	(106,000)*
21	102,936
22	102,000 *
23	102,000 *
24	101,273 *
25	101,000 *
26	100,962 *
27	100,656 *
28	100,440
29	(99,420)*
30	96,720 *
31	96,000
32	95,700 *
33	92,500 *
34	91,665 *
35	89,640 *
36	88,615
37	88,400 *
38	88,270 *
39	85,900 *
40	84,910 *
41	84,460 *
42	83,600 *
43	83,212 *
44	83,100 *
45	82,914 *
46	82,404 *
47	80,709 *
48	78,627 *
49	78,609 *
50	76,801 *
51	76,000 *
52	75,200 *
53	71,946 *
54	71,000 *
55	70,324 *
56	69,174 *
57	68,340 *
58	67,275 *
59	64,300 *
60	52,212 *
61	50,906 *
62	40,000 *
AVERAGE "*"	95,830
AVERAGE ALL	95,906
AVERAGE R1	106,831
AVERAGE R2	85,668
AVERAGE D1	93,223
LEVEL 2 AVG	101,221
LEVEL 3 AVG	90,134
LEVEL 4 AVG	85,780

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	160,910 *
2	146,999
3	121,000 *
4	115,025 *
5	114,000 *
6	108,216 *
7	108,150 *
8	106,100 *
9	106,000 *
10	105,890 *
11	105,361 *
12	103,600 *
13	102,240 *
14	97,850 *
15	96,708 *
16	93,638 *
17	92,803 *
18	92,040
19	91,536
20	91,087 *
21	90,633 *
22	89,675
23	87,732 *
24	87,700 *
25	86,063 *
26	82,065 *
27	80,710 *

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/
GOVERNMENTAL RELATIONS

RANK (CONTINUED)	SALARY	
28	80,589	*
29	80,000	*
30	78,900	*
31	78,684	*
32	78,490	*
33	78,243	*
34	75,000	*
35	75,000	*
36	73,850	*
37	73,653	*
38	72,000	*
39	71,974	*
40	70,900	*
41	67,000	*
42	64,184	*
43	62,933	*
44	61,001	*
45	60,900	*
46	59,999	*
47	59,992	*
48	57,660	*
49	55,945	*
50	53,000	*
51	51,516	*
52	47,936	*
53	41,000	*

AVERAGE "*"	83,139
AVERAGE ALL	84,794
AVERAGE R1	88,026
AVERAGE R2	77,352
AVERAGE D1	84,750
LEVEL 2 AVG	97,914
LEVEL 3 AVG	76,558
LEVEL 4 AVG	74,891

* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The Universities participating from this region are:

*AUBURN UNIVERSITY
*CLEMSON UNIVERSITY
*FLORIDA STATE UNIVERSITY
*GEORGIA STATE UNIVERSITY
*MISSISSIPPI STATE UNIVERSITY
*NORTH CAROLINA STATE UNIVERSITY
*TENNESSEE STATE UNIVERSITY
*THE UNIVERSITY OF MEMPHIS
*THE UNIVERSITY OF MISSISSIPPI
*THE UNIVERSITY OF NORTH CAROLINA - CHAPEL HILL
*THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO
*UNIVERSITY OF ALABAMA
*UNIVERSITY OF ALABAMA AT BIRMINGHAM
*UNIVERSITY OF GEORGIA
*UNIVERSITY OF KENTUCKY
*UNIVERSITY OF LOUISVILLE
*UNIVERSITY OF SOUTHERN MISSISSIPPI
*UNIVERSITY OF TENNESSEE, KNOXVILLE

*Member of National Association of State Universities & Land-Grant Colleges.

CHIEF EXECUTIVE OFFICER:
SING. UNIT INSTITUTION
CHIEF EXEC. OFFICER

RANK	SALARY
1	223,173 *
2	217,440 *
3	216,000 *
4	216,000 *
5	203,200 *
6	192,000 *
7	179,846 *
8	179,500 *
9	173,247 *
10	159,422 *
11	151,462 *
12	146,554 *
13	142,290 *
14	116,400 *
15	113,300 *

AVERAGE "*" 175,322

AVERAGE ALL 175,322

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL
OFFICER

RANK	SALARY
1	153,200 *
2	141,000 *
3	136,500 *
4	135,094 *
5	130,000 *
6	125,181 *
7	112,900 *
8	111,000 *
9	104,667 *
10	102,600 *
11	100,940 *
12	100,300 *
13	97,000 *
14	94,800 *
15	88,600 *
16	85,000 *

AVERAGE "*" 113,674

AVERAGE ALL 113,674

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR
MANAGEMENT & BUDGET

RANK	SALARY
1	119,480 *
2	117,900 *
3	99,621 *
4	91,110 *
5	84,200 *
6	83,600 *
7	63,000 *

AVERAGE "*" 94,130

AVERAGE ALL 94,130

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR BUSINESS
AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	119,900 *
2	118,450 *
3	101,800 *
4	98,500 *
5	87,390 *
6	85,698 *
7	82,500 *
8	81,312 *
9	76,745 *

AVERAGE "*" 94,699

AVERAGE ALL 94,699

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR HUMAN
RESOURCES

RANK	SALARY
1	119,500 *
2	118,450 *
3	107,500 *
4	99,000 *
5	84,333 *
6	80,105 *
7	79,716 *
8	76,500 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 95,638

AVERAGE ALL 95,638

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR
FACILITIES PLANNING

RANK	SALARY
1	123,376 *
2	103,100 *
3	101,000 *
4	86,340 *
5	84,572 *
6	83,148 *
7	78,560 *

AVERAGE "*" 94,299

AVERAGE ALL 94,299

FINANCIAL ADMINISTRATOR:
INTERNAL AUDITOR

RANK	SALARY
1	83,720 *
2	82,575 *
3	72,069 *
4	66,705 *
5	63,900 *
6	63,610 *
7	61,800 *
8	61,800 *
9	61,655 *
10	56,124 *
11	50,120 *
12	48,187 *
13	43,000 *
14	37,824 *

AVERAGE "*" 60,935

AVERAGE ALL 60,935

TABLE II (CONTINUED)
ATLANTA REGION

FINANCIAL ADMINISTRATOR:
DIRECTOR OF ACCOUNTING
CONTROLLER

RANK	SALARY
1	86,436 *
2	85,000 *
3	81,679 *
4	78,588 *
5	76,426 *
6	75,201 *
7	72,222 *
8	71,662 *
9	71,603 *
10	70,040 *
11	67,925 *
12	66,878 *
13	66,602 *
14	65,052 *
15	61,800 *

AVERAGE "*" 73,141

AVERAGE ALL 73,141

FINANCIAL ADMINISTRATOR:
BUDGET DIRECTOR

RANK	SALARY
1	106,000 *
2	(101,743)*
3	98,000 *
4	93,275 *
5	73,923 *
6	71,506 *
7	66,300 *
8	63,900 *
9	59,328 *
10	59,025 *
11	58,522 *
12	57,890 *
13	50,988 *
14	50,000 *
15	42,276 *

AVERAGE "*" 70,178

AVERAGE ALL 70,178

FINANCIAL ADMINISTRATOR:
DIRECTOR OF RESEARCH
ACCOUNTING

RANK	SALARY
1	53,313 *
2	39,265 *
3	37,745 *
4	35,807 *

AVERAGE "*" 41,533

AVERAGE ALL 41,533

FINANCIAL ADMINISTRATOR:
TREASURER OR BURSAR

RANK	SALARY
1	141,600 *
2	89,000 *
3	61,390 *
4	59,537 *
5	54,900 *
6	51,996 *
7	50,247 *
8	49,888 *
9	49,597 *
10	45,400 *
11	35,000 *

AVERAGE "*" 62,596

AVERAGE ALL 62,596

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PURCHASING

RANK	SALARY
1	86,396 *
2	72,947 *
3	71,712 *
4	70,452 *
5	65,000 *
6	64,100 *
7	63,710 *
8	60,950 *
9	60,770 *
10	59,768 *
11	59,059 *
12	58,324 *
13	57,773 *
14	57,430 *
15	55,580 *
16	51,852 *
17	40,980 *
18	38,883 *

AVERAGE "*" 60,871

AVERAGE ALL 60,871

FINANCIAL ADMINISTRATOR:
DIRECTOR OF BENEFITS

RANK	SALARY
1	68,185 *
2	67,571 *
3	58,000 *
4	54,514 *
5	52,713 *
6	51,327 *
7	46,077 *
8	44,768 *
9	42,000 *
10	37,260 *

AVERAGE "*" 52,242

AVERAGE ALL 52,242

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	90,700 *
2	84,460 *
3	80,000 *
4	75,000 *
5	72,484 *
6	65,500 *
7	64,100 *
8	61,645 *
9	60,624 *
10	56,120 *
11	54,073 *

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

(CONTINUED)

AVERAGE "*" 69,519

AVERAGE ALL 69,519

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL

RANK	SALARY
1	69,550 *
2	(62,561)*
3	61,200 *
4	59,600 *
5	58,673 *
6	58,410 *
7	54,900 *
8	51,500 *
9	49,776 *
10	48,542 *
11	46,392 *
12	45,634 *
13	40,700 *
14	40,223 *
15	37,500 *
16	33,000 *

AVERAGE "*" 51,135

AVERAGE ALL 51,135

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	79,926 *
2	77,600 *
3	76,729 *
4	74,760 *
5	70,000 *
6	69,756 *
7	63,998 *
8	62,389 *
9	53,541 *
10	52,923 *
11	49,000 *
12	46,116 *
13	40,014 *

AVERAGE "*" 62,827

AVERAGE ALL 62,827

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	105,300 *
2	99,600 *
3	87,139 *
4	85,934 *
5	84,460 *
6	82,958 *
7	81,566 *
8	79,659 *
9	76,816 *
10	75,000 *
11	74,850 *
12	70,349 *
13	68,000 *
14	67,983 *
15	67,236 *
16	64,375 *
17	55,805 *

AVERAGE "*" 78,061

AVERAGE ALL 78,061

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	90,700 *
2	76,055 *
3	74,675 *
4	68,374 *
5	66,722 *
6	63,764 *
7	61,855 *
8	58,998 *
9	57,851 *
10	57,343 *
11	56,712 *
12	55,610 *
13	54,100 *
14	50,281 *
15	47,616 *
16	40,212 *
17	39,711 *

AVERAGE "*" 60,034

AVERAGE ALL 60,034

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	94,000 *
2	91,900 *
3	84,777 *
4	70,466 *
5	66,073 *
6	58,146 *
7	55,000 *
8	53,630 *
9	53,561 *
10	51,414 *
11	43,152 *
12	34,620 *
13	33,034 *

AVERAGE "*" 60,752

AVERAGE ALL 60,752

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	200,004 *
2	173,000 *
3	165,000 *
4	163,662 *
5	158,800 *
6	156,750 *
7	147,100 *
8	146,259 *
9	145,000 *
10	144,924 *
11	143,200 *
12	138,000 *
13	131,000 *

* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK (CONTINUED)	SALARY
14	(130,610)*
15	128,750 *
16	125,000 *
17	111,288 *
18	97,400 *
AVERAGE "*"	144,764
AVERAGE ALL	144,764

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	100,842 *
2	100,408 *
3	89,337 *
4	83,249 *
5	76,150 *
6	66,966 *
7	62,436 *
8	55,296 *
9	48,410 *
AVERAGE "*"	75,899
AVERAGE ALL	75,899

ACADEMIC ADMINISTRATORS:
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT

RANK	SALARY
1	97,200 *
2	88,850 *
3	82,500 *
4	80,868 *
5	75,000 *
6	57,790 *
7	57,536 *
8	56,040 *

RANK SALARY (CONTINUED)

AVERAGE "*"	74,373
AVERAGE ALL	74,373

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	117,700 *
2	117,569 *
3	116,549 *
4	110,500 *
5	108,377 *
6	105,000 *
7	100,050 *
8	97,500 *
9	97,393 *
10	97,000 *
11	95,000 *
12	92,424 *
13	90,381 *
14	82,658 *
15	82,658 *
16	78,043 *
17	72,670 *
18	64,100 *
AVERAGE "*"	95,865
AVERAGE ALL	95,865

ACADEMIC ADMINISTRATORS:
MUSEUM DIRECTOR

RANK	SALARY
1	88,470 *
2	80,600 *
3	70,360 *
4	66,125 *
5	54,125 *
6	51,320 *
7	41,311 *
AVERAGE "*"	64,616
AVERAGE ALL	64,616

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	87,404 *
2	86,000 *
3	79,375 *
4	74,500 *
5	73,585 *
6	71,300 *
7	69,028 *
8	67,500 *
9	64,460 *
10	63,000 *
11	59,571 *
12	57,320 *
13	52,008 *
AVERAGE "*"	69,619
AVERAGE ALL	69,619

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	108,767 *
2	97,200 *
3	81,000 *
4	75,218 *
5	71,880 *
6	69,710 *
7	67,747 *
8	61,600 *
9	60,224 *
10	57,192 *
11	57,000 *
12	51,291 *
13	49,201 *
14	48,134 *
15	46,374 *
16	43,784 *
17	40,700 *
AVERAGE "*"	63,942
AVERAGE ALL	63,942

ACADEMIC DEANS:
AGRICULTURE

RANK	SALARY
1	146,800 *
2	143,526 *
3	135,000 *
4	(120,000)*
5	(114,999)*
6	111,560 *
7	93,679 *
8	75,300 *
AVERAGE "*"	117,608
AVERAGE ALL	117,608

ACADEMIC DEANS:
ARCHITECURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	126,000 *
2	(120,500)*
3	117,750 *
4	108,150 *
5	106,507 *
6	(105,600)*
7	91,814 *
AVERAGE "*"	110,903
AVERAGE ALL	110,903

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	155,800 *
2	150,000 *
3	133,200 *
4	130,007 *
5	127,192 *
6	119,300 *
7	116,480 *
8	(112,926)*
9	109,134 *
10	100,000 *
11	81,350 *

RANK SALARY (CONTINUED)

AVERAGE "*"	121,399
AVERAGE ALL	121,399

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	290,000 *
2	194,900 *
3	173,800 *
4	155,150 *
5	150,000 *
6	137,940 *
7	134,001 *
8	134,000 *
9	132,363 *
10	131,373 *
11	(128,500)*
12	124,800 *
13	118,315 *
14	117,298 *
15	114,100 *
16	109,300 *
17	106,464 *
18	87,500 *
AVERAGE "*"	141,100
AVERAGE ALL	141,100

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	128,500 *
2	103,000 *
3	98,500 *
4	94,621 *
5	88,500 *
6	87,655 *
7	82,178 *
8	79,926 *
9	66,589 *
10	65,000 *
11	63,621 *

RANK SALARY (CONTINUED)

AVERAGE "*"	87,099
AVERAGE ALL	87,099

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	136,600 *
2	127,155 *
3	122,720 *
4	122,000 *
5	121,540 *
6	120,051 *
7	(120,000)*
8	112,000 *
9	107,120 *
10	104,000 *
11	103,680 *
12	102,570 *
13	97,962 *
14	93,000 *
15	91,545 *
16	78,500 *
17	77,760 *
AVERAGE "*"	108,130
AVERAGE ALL	108,130

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	190,000 *
2	155,000 *
3	152,168 *
4	139,219 *
5	136,299 *
6	(135,500)*
7	135,390 *
8	135,000 *
9	121,992 *
10	116,735 *
11	114,752 *
12	100,500 *
13	95,325 *

* = NASULGC

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TABLE II (CONTINUED)
ATLANTA REGION

ACADEMIC DEANS:
ENGINEERING

(CONTINUED)

AVERAGE "*" 132,914

AVERAGE ALL 132,914

ACADEMIC DEANS:
FORESTRY

RANK	SALARY
1	143,000 *
2	123,640 *
3	108,150 *
4	98,730 *

AVERAGE "*" 118,380

AVERAGE ALL 118,380

ACADEMIC DEANS:
GRADUATE

RANK	SALARY
1	135,000 *
2	(127,463)*
3	(121,900)*
4	121,500 *
5	120,230 *
6	116,000 *
7	111,000 *
8	103,922 *
9	101,825 *
10	101,450 *
11	101,198 *
12	99,899 *
13	92,576 *
14	92,400 *
15	86,652 *
16	81,400 *

AVERAGE "*" 107,151

AVERAGE ALL 107,151

ACADEMIC DEANS:
HOME ECONOMICS

RANK	SALARY
1	133,600 *
2	114,505 *
3	107,490 *
4	102,280 *
5	93,000 *
6	89,800 *

AVERAGE "*" 106,779

AVERAGE ALL 106,779

ACADEMIC DEANS:
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	132,000 *
2	125,989 *
3	112,175 *
4	111,450 *
5	108,000 *
6	101,552 *

AVERAGE "*" 115,194

AVERAGE ALL 115,194

ACADEMIC DEANS:
LAW

RANK	SALARY
1	180,000 *
2	164,241 *
3	155,000 *
4	143,671 *
5	141,739 *
6	140,000 *
7	138,099 *
8	137,501 *
9	131,507 *
10	129,420 *

AVERAGE "*" 146,118

AVERAGE ALL 146,118

ACADEMIC DEANS:
LIBERAL ARTS

RANK	SALARY
1	103,680 *
2	103,290 *
3	93,300 *

AVERAGE "*" 100,090

AVERAGE ALL 100,090

ACADEMIC DEANS:
MUSIC

RANK	SALARY
1	121,938 *
2	104,011 *
3	95,148 *

AVERAGE "*" 107,032

AVERAGE ALL 107,032

ACADEMIC DEANS:
SCIENCE

RANK	SALARY
1	(125,000)*
2	109,108 *
3	106,464 *

AVERAGE "*" 113,524

AVERAGE ALL 113,524

ACADEMIC DEANS:
SOCIAL WORK

RANK	SALARY
1	139,337 *
2	123,000 *
3	106,100 *
4	89,615 *

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ACADEMIC DEANS:
SOCIAL WORK

(CONTINUED)

AVERAGE "*"	114,513
AVERAGE ALL	114,513

ACADEMIC DEANS:
UNDERGRADUATE STUDIES

RANK	SALARY
1	135,500 *
2	122,000 *
3	104,500 *
4	98,037 *
5	89,018 *
AVERAGE "*"	108,171
AVERAGE ALL	108,171

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	170,500 *
2	159,523 *
3	135,566 *
4	135,432 *
5	82,700 *
AVERAGE "*"	136,744
AVERAGE ALL	136,744

MEDICAL DEANS:
HEALTH-RELATED
PROFESSIONAL

RANK	SALARY
1	161,000 *
2	115,206 *
3	110,616 *
4	107,600 *
5	86,395 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	116,163
AVERAGE ALL	116,163

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	233,690 *
2	224,700 *
3	198,739 *
4	125,000 *
5	80,500 *
AVERAGE "*"	172,526
AVERAGE ALL	172,526

MEDICAL DEANS:
NURSING

RANK	SALARY
1	156,690 *
2	136,500 *
3	116,281 *
4	113,899 *
5	113,300 *
6	98,886 *
7	93,215 *
8	89,630 *
AVERAGE "*"	114,700
AVERAGE ALL	114,700

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	147,000 *
2	146,783 *
3	137,100 *
4	110,210 *
5	106,296 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	129,478
AVERAGE ALL	129,478

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	147,000 *
2	131,750 *
3	126,197 *
4	102,723 *
5	94,980 *
AVERAGE "*"	120,530
AVERAGE ALL	120,530

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES
OFFICER

RANK	SALARY
1	119,960 *
2	118,500 *
3	117,400 *
4	113,703 *
5	110,000 *
6	109,513 *
7	109,500 *
8	109,000 *
9	104,400 *
10	104,000 *
11	103,000 *
12	102,516 *
13	100,000 *
14	97,850 *
15	97,440 *
16	95,500 *
17	91,055 *
18	84,000 *
AVERAGE "*"	104,852
AVERAGE ALL	104,852

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TABLE II (CONTINUED)
ATLANTA REGION

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	84,882 *
2	75,047 *
3	74,552 *
4	70,018 *
5	68,775 *
6	66,000 *
7	64,610 *
8	64,566 *
9	63,256 *
10	61,000 *
11	60,130 *
12	55,000 *
13	49,056 *
14	48,823 *
15	46,287 *
16	45,991 *
17	43,784 *
18	41,000 *

AVERAGE "*" 60,110

AVERAGE ALL 60,110

STUDENT SERVICES ADMIN.:
DIRECTOR OF DINING SERVICES

RANK	SALARY
1	84,500 *
2	73,027 *
3	73,000 *
4	64,890 *
5	50,328 *
6	49,900 *

AVERAGE "*" 65,941

AVERAGE ALL 65,941

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	93,326 *
2	84,214 *
3	84,156 *
4	78,677 *
5	78,301 *
6	69,095 *
7	68,669 *
8	67,980 *
9	58,585 *
10	49,594 *
11	48,821 *
12	44,748 *

AVERAGE "*" 68,847

AVERAGE ALL 68,847

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	153,719 *
2	136,185 *
3	121,567 *
4	96,642 *
5	95,052 *
6	93,503 *
7	87,288 *
8	86,081 *
9	83,677 *
10	72,800 *
11	69,597 *
12	68,985 *
13	64,000 *

AVERAGE "*" 94,546

AVERAGE ALL 94,546

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	79,011 *
2	71,420 *
3	66,771 *
4	65,016 *
5	63,000 *
6	63,000 *
7	62,594 *
8	62,503 *
9	57,904 *
10	48,000 *
11	47,124 *
12	46,286 *
13	44,805 *
14	43,776 *
15	42,170 *
16	41,268 *
17	40,000 *
18	30,160 *

AVERAGE "*" 54,152

AVERAGE ALL 54,152

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT UNION

RANK	SALARY
1	91,000 *
2	65,119 *
3	63,000 *
4	58,105 *
5	57,585 *
6	54,175 *
7	53,000 *
8	52,530 *
9	52,250 *
10	50,095 *
11	(49,919)*
12	49,804 *
13	47,900 *
14	46,183 *
15	41,340 *
16	37,201 *

AVERAGE "*" 54,325

AVERAGE ALL 54,325

STUDENT SERVICES ADMIN.:
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
1	97,300 *
2	87,588 *
3	71,690 *
4	68,250 *
5	67,724 *
6	62,436 *

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STUDENT SERVICES ADMIN.:
DIRECTOR OF MINORITY/
MULTICULTURAL AFFAIRS

RANK (CONTINUED)	SALARY
7	58,849 *
8	53,000 *
9	39,900 *
10	38,665 *

AVERAGE "*" 64,540

AVERAGE ALL 64,540

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK	SALARY
1	68,180 *
2	67,882 *
3	67,028 *
4	66,391 *
5	63,000 *
6	61,228 *
7	60,042 *
8	57,790 *
9	56,271 *
10	55,116 *
11	54,700 *
12	54,581 *
13	53,038 *
14	50,700 *
15	50,000 *
16	47,537 *
17	31,484 *

AVERAGE "*" 56,763

AVERAGE ALL 56,763

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL
& RECREATIONAL SPORTS

RANK	SALARY
1	145,000 *
2	76,634 *
3	69,683 *
4	62,208 *
5	53,750 *
6	53,400 *
7	52,719 *
8	51,597 *
9	47,966 *
10	45,770 *
11	45,146 *
12	41,897 *
13	41,000 *
14	40,456 *
15	39,712 *
16	29,870 *

AVERAGE "*" 56,001

AVERAGE ALL 56,001

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL
STUDENT SERVICES

RANK	SALARY
1	89,337 *
2	68,124 *
3	67,725 *
4	60,212 *
5	51,485 *
6	46,350 *
7	44,186 *
8	43,000 *
9	41,200 *
10	41,108 *
11	35,565 *

AVERAGE "*" 53,481

AVERAGE ALL 53,481

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT
ACTIVITIES

RANK	SALARY
1	88,856 *
2	72,000 *
3	68,505 *
4	50,470 *
5	47,494 *
6	42,500 *
7	35,311 *

RANK (CONTINUED)	SALARY

AVERAGE "*" 57,877

AVERAGE ALL 57,877

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	96,463 *
2	81,000 *
3	79,550 *
4	77,480 *
5	72,500 *
6	71,050 *
7	67,500 *
8	65,722 *
9	64,181 *
10	62,800 *
11	61,000 *
12	57,348 *
13	50,556 *
14	47,286 *
15	46,350 *
16	43,051 *

AVERAGE "*" 65,240

AVERAGE ALL 65,240

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	73,500 *
2	73,200 *
3	72,000 *
4	69,435 *
5	65,000 *
6	64,890 *
7	64,181 *
8	61,800 *
9	60,000 *
10	58,000 *
11	55,728 *
12	55,188 *
13	52,000 *
14	51,895 *

TABLE II (CONTINUED)
ATLANTA REGION

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK (CONTINUED)	SALARY
15	51,516 *
16	47,460 *

AVERAGE "*" 60,987

AVERAGE ALL 60,987

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	154,000 *
2	135,850 *
3	126,000 *
4	120,000 *
5	109,221 *
6	108,800 *
7	104,148 *
8	102,700 *
9	90,130 *
10	83,480 *

AVERAGE "*" 113,433

AVERAGE ALL 113,433

DEVELOPMENT ADMINISTRATORS:
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	146,600 *
2	141,000 *
3	125,962 *
4	124,216 *
5	119,300 *
6	100,082 *
7	98,500 *
8	(91,576)*
9	(89,192)*
10	51,500 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	108,793
AVERAGE ALL	108,793

DEVELOPMENT ADMINISTRATORS:
CHIEF PUBLIC RELATIONS OFFICER

RANK	SALARY
1	119,480 *
2	(105,361)*
3	96,404 *
4	94,865 *
5	84,500 *
6	77,014 *
7	58,500 *
AVERAGE "*"	90,761
AVERAGE ALL	90,761

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	76,372 *
2	58,000 *
3	53,090 *
4	49,500 *
5	42,849 *
6	34,831 *
7	33,759 *
AVERAGE "*"	49,772
AVERAGE ALL	49,772

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	87,650 *
2	76,661 *
3	75,760 *
4	69,484 *
5	64,944 *
6	61,500 *
7	60,000 *
8	56,808 *
9	52,602 *
10	48,282 *
11	45,639 *
AVERAGE "*"	63,575
AVERAGE ALL	63,575

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	107,609 *
2	92,000 *
3	87,550 *
4	82,174 *
5	80,250 *
6	78,024 *
7	76,662 *
8	59,500 *
9	55,105 *
AVERAGE "*"	79,875
AVERAGE ALL	79,875

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	123,060 *
2	98,262 *
3	92,700 *
4	88,875 *
5	85,829 *
6	73,134 *
7	69,400 *
8	68,825 *
9	66,541 *
10	61,349 *
11	57,600 *
12	57,186 *
13	56,628 *
14	53,440 *
15	47,500 *
16	44,179 *
17	39,848 *

* = NASULGC

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DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

(CONTINUED)

AVERAGE "*" 69,668

AVERAGE ALL 69,668

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	125,163 *
2	122,200 *
3	120,454 *
4	106,500 *
5	102,500 *
6	101,700 *
7	100,000 *
8	95,000 *
9	86,110 *
10	65,000 *

AVERAGE "*" 102,463

AVERAGE ALL 102,463

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	113,700 *
2	104,981 *
3	99,090 *
4	95,000 *
5	88,500 *
6	83,718 *
7	78,280 *
8	78,280 *
9	65,041 *
10	64,618 *
11	49,000 *
12	48,269 *

AVERAGE "*" 80,706

AVERAGE ALL 80,706

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	83,065 *
2	76,241 *
3	67,071 *
4	58,870 *
5	55,464 *

AVERAGE "*" 68,142

AVERAGE ALL 68,142

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	97,156 *
2	87,500 *
3	86,090 *
4	82,000 *
5	78,540 *
6	72,018 *
7	63,860 *
8	61,451 *
9	54,000 *
10	52,205 *

AVERAGE "*" 73,482

AVERAGE ALL 73,482

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	151,200 *
2	150,000 *
3	138,570 *
4	132,999 *
5	(127,463)*
6	123,250 *
7	(121,900)*
8	121,300 *
9	115,600 *
10	115,360 *
11	106,755 *
12	102,600 *

RANK	SALARY
13	101,825 *
14	98,262 *

AVERAGE "*" 121,935

AVERAGE ALL 121,935

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	115,857 *
2	99,936 *
3	96,402 *
4	88,860 *
5	77,597 *
6	77,292 *
7	75,000 *
8	74,285 *
9	72,413 *
10	59,419 *
11	57,162 *
12	49,465 *

AVERAGE "*" 78,507

AVERAGE ALL 78,507

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	128,048 *
2	95,893 *
3	84,160 *
4	70,504 *

AVERAGE "*" 94,651

AVERAGE ALL 94,651

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	102,000 *
2	99,287 *
3	87,550 *

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* = NASULGC

TABLE II (CONTINUED)
ATLANTA REGION

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK (CONTINUED)	SALARY	
4	84,003	*
5	83,400	*
6	76,661	*
7	70,464	*
8	69,404	*
9	63,960	*
10	60,900	*
11	50,277	*

AVERAGE "*" 77,082

AVERAGE ALL 77,082

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY	
1	92,531	*
2	91,100	*
3	88,670	*
4	80,474	*
5	79,450	*
6	76,426	*
7	68,880	*
8	68,000	*
9	65,000	*
10	63,685	*
11	63,000	*
12	61,770	*
13	60,000	*
14	59,664	*
15	50,000	*
16	34,423	*

AVERAGE "*" 68,942

AVERAGE ALL 68,942

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY	
1	124,300	*
2	124,200	*
3	115,000	*
4	114,600	*
5	102,000	*
6	102,000	*
7	(99,420)	*
8	88,270	*
9	84,460	*
10	83,100	*
11	82,914	*
12	78,609	*
13	71,000	*
14	68,340	*

AVERAGE "*" 95,587

AVERAGE ALL 95,587

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY	
1	108,150	*
2	105,361	*
3	102,240	*
4	80,000	*
5	78,490	*
6	73,850	*
7	64,184	*
8	61,001	*
9	55,945	*

AVERAGE "*" 81,025

AVERAGE ALL 81,025

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The Universities participating from this region are:

BALL STATE UNIVERSITY
ILLINOIS STATE UNIVERSITY
*KENT STATE UNIVERSITY
*MIAMI UNIVERSITY
*MICHIGAN STATE UNIVERSITY
NORTHERN ILLINOIS UNIVERSITY
*OHIO STATE UNIVERSITY
*OHIO UNIVERSITY
*SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE
*THE UNIVERSITY OF AKRON
*THE UNIVERSITY OF MICHIGAN
*UNIVERSITY OF CINCINNATI
*UNIVERSITY OF ILLINOIS AT CHICAGO
*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
*UNIVERSITY OF TOLEDO
*UNIVERSITY OF WISCONSIN, MILWAUKEE

*Member of National Association of State Universities & Land-Grant Colleges.

TABLE II (CONTINUED)
CHICAGO REGION

CHIEF EXECUTIVE OFFICER:
MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	250,000 *
2	231,012 *
3	211,150 *
4	190,000 *
5	166,000 *
AVERAGE "*"	209,632
AVERAGE ALL	209,632

CHIEF EXECUTIVE OFFICER:
SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	260,709 *
2	207,700 *
3	195,000 *
4	185,400 *
5	174,408 *
6	167,270
7	160,008
8	150,000
9	145,000 *
10	144,708 *
11	126,000 *
12	115,000 *
AVERAGE "*"	172,658
AVERAGE ALL	169,267

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL OFFICER

RANK	SALARY
1	215,881 *
2	157,752 *
3	149,350 *
4	135,200 *
5	130,600 *
6	121,921
7	120,000 *
8	117,400 *
9	110,928
10	110,844
11	110,210 *
12	109,775 *
13	107,000 *
AVERAGE "*"	135,317
AVERAGE ALL	130,528

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR MANAGEMENT & BUDGET

RANK	SALARY
1	143,500 *
2	97,059
3	82,400 *
AVERAGE "*"	112,950
AVERAGE ALL	107,653

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	140,000 *
2	105,240
3	89,578 *
4	85,000 *
5	80,628
AVERAGE "*"	104,859
AVERAGE ALL	100,089

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR HUMAN RESOURCES

RANK	SALARY
1	135,798 *
2	120,000 *
3	109,600 *
4	91,362
5	88,400 *
6	83,280
7	82,560
8	76,000 *
9	73,794 *
10	50,470 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	93,437
AVERAGE ALL	91,126

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR FACILITIES PLANNING

RANK	SALARY
1	140,000 *
2	93,627 *
3	93,000
4	92,100 *
5	85,200 *
6	76,560 *
AVERAGE "*"	97,497
AVERAGE ALL	96,748

FINANCIAL ADMINISTRATOR:
INTERNAL AUDITOR

RANK	SALARY
1	93,750 *
2	88,100 *
3	74,355 *
4	69,330 *
5	66,518 *
6	65,508 *
7	63,933
8	63,001 *
9	55,176
10	52,000 *
11	51,144
12	48,495 *
13	48,250 *
14	47,400 *
AVERAGE "*"	65,155
AVERAGE ALL	63,354

* = NASULGC

FINANCIAL ADMINISTRATOR:
DIRECTOR OF ACCOUNTING
CONTROLLER

RANK	SALARY
1	139,600 *
2	102,482 *
3	92,748 *
4	92,700 *
5	81,492
6	81,200 *
7	80,500 *
8	78,170 *
9	74,230 *
10	70,560
11	65,417 *
12	64,000 *
13	59,900 *
14	48,118
AVERAGE "*"	84,632
AVERAGE ALL	80,794

FINANCIAL ADMINISTRATOR:
BUDGET DIRECTOR

RANK	SALARY
1	91,700 *
2	73,522 *
3	69,204
4	68,772 *
5	64,000 *
6	62,000 *
7	60,300 *
8	60,000 *
9	55,620 *
AVERAGE "*"	66,989
AVERAGE ALL	67,235

FINANCIAL ADMINISTRATOR:
DIRECTOR OF RESEARCH
ACCOUNTING

RANK	SALARY
1	51,396 *
2	44,939 *
3	43,930 *
AVERAGE "*"	46,755
AVERAGE ALL	46,755

FINANCIAL ADMINISTRATOR:
TREASURER OR BURSAR

RANK	SALARY (CONTINUED)
1	78,484 *
2	77,724
3	72,312 *
4	68,557 *
5	62,000 *
6	60,669 *
7	59,700 *
8	56,418
9	54,684
10	52,515 *
11	11,152 *
AVERAGE "*"	58,174
AVERAGE ALL	59,474

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PURCHASING

RANK	SALARY (CONTINUED)
1	121,800 *
2	77,775 *
3	77,500 *
4	74,000 *
5	71,750
6	67,529 *
7	67,477 *
8	66,550 *
9	65,760
10	65,004 *
11	65,000 *
12	59,436 *
13	56,016 *
14	53,600 *
15	51,600
16	49,200 *
AVERAGE "*"	69,299
AVERAGE ALL	68,125

FINANCIAL ADMINISTRATOR:
DIRECTOR OF BENEFITS

RANK	SALARY (CONTINUED)
1	74,435 *
2	73,542 *
3	68,600 *
4	65,655 *
5	51,124 *
6	50,004 *
7	50,000 *
8	44,148
9	41,496 *
10	40,420 *
11	39,984 *
AVERAGE "*"	55,526
AVERAGE ALL	54,492

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	171,696 *
2	144,500 *
3	100,666 *
4	92,330 *
5	89,578 *
6	85,000 *
7	78,540 *
8	73,495 *
9	68,600 *
10	67,689 *
AVERAGE "*"	97,209
AVERAGE ALL	97,209

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1996-97

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL

RANK	SALARY
1	91,800 *
2	71,400 *
3	63,527 *
4	63,465
5	54,750 *
6	50,486 *
7	50,004 *
8	49,572
9	49,488
10	45,350 *
11	44,800 *
12	41,279 *
13	38,586 *
14	35,027 *

AVERAGE "*" 53,292

AVERAGE ALL 53,481

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	128,232 *
2	100,664 *
3	90,414
4	79,640 *
5	72,205 *
6	70,175 *
7	61,240 *
8	60,410 *
9	57,086 *
10	56,063 *
11	55,584

AVERAGE "*" 76,191

AVERAGE ALL 75,610

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	132,100 *
2	109,900 *
3	107,496 *
4	105,576 *
5	103,317 *
6	95,155 *
7	85,690 *
8	85,200 *
9	83,768 *
10	83,320 *
11	83,160
12	79,320
13	67,698 *
14	66,415 *

AVERAGE "*" 93,803

AVERAGE ALL 92,008

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	99,500 *
2	85,700 *
3	84,221 *
4	83,554 *
5	75,120
6	74,700 *
7	68,448 *
8	67,378
9	66,932 *
10	65,402 *
11	64,380 *
12	57,084
13	56,496 *
14	54,480 *

AVERAGE "*" 73,074

AVERAGE ALL 71,671

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	97,503 *
2	90,000 *
3	82,020 *
4	80,515 *
5	75,941 *
6	65,804 *
7	65,200 *
8	62,700 *
9	61,800 *
10	57,915 *
11	56,424
12	50,628
13	39,499 *

AVERAGE "*" 70,810

AVERAGE ALL 68,151

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	216,674 *
2	186,936 *
3	180,250 *
4	170,100 *
5	149,350 *
6	146,550 *
7	145,800 *
8	144,200 *
9	143,823 *
10	141,300 *
11	132,500 *
12	125,688
13	125,340
14	121,637 *
15	120,864
16	113,375 *

AVERAGE "*" 153,207

AVERAGE ALL 147,724

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	85,572
2	82,584
3	82,400 *
4	75,000 *
5	68,800
6	68,400 *
7	49,248 *

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ADMINISTRATIVE SALARIES SURVEY 1996-97

* = NASULGC

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION ADMINISTRATOR

(CONTINUED)

AVERAGE "*" 68,762

AVERAGE ALL 73,143

ACADEMIC ADMINISTRATORS:
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT

RANK	SALARY
1	104,500 *
2	92,560 *
3	91,773 *
4	68,500 *

AVERAGE "*" 89,333

AVERAGE ALL 89,333

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	148,500 *
2	132,200 *
3	122,111 *
4	119,700 *
5	118,450 *
6	113,935 *
7	106,800 *
8	106,416 *
9	105,756
10	105,155 *
11	99,550 *
12	96,747
13	95,050 *
14	86,600 *
15	83,653 *
16	77,388

AVERAGE "*" 110,625

AVERAGE ALL 107,376

ACADEMIC ADMINISTRATORS:
MUSEUM DIRECTOR

RANK	SALARY
1	73,788 *
2	71,000 *
3	67,860 *
4	59,500
5	43,716

AVERAGE "*" 70,883

AVERAGE ALL 63,173

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	96,246 *
2	92,949 *
3	92,080 *
4	88,346 *
5	84,552
6	80,063 *
7	78,926 *
8	72,700 *
9	71,651 *
10	71,200 *
11	68,800
12	67,980 *
13	65,000 *
14	64,944
15	60,500 *

AVERAGE "*" 78,137

AVERAGE ALL 77,062

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	102,400 *
2	92,000 *
3	85,920 *
4	82,300 *
5	77,108 *
6	74,172 *
7	74,004
8	73,840 *
9	72,825 *
10	68,181 *
11	64,695
12	64,130 *
13	63,151 *
14	61,032

AVERAGE "*" 77,821

AVERAGE ALL 75,411

ACADEMIC DEANS:
AGRICULTURE

RANK	SALARY
1	155,800 *
2	143,000 *
3	125,100 *
4	99,276 *

AVERAGE "*" 130,794

AVERAGE ALL 130,794

ACADEMIC DEANS:
ARCHITECURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	138,576 *
2	123,650 *
3	120,363 *
4	108,800 *
5	100,225
6	99,100 *

AVERAGE "*" 118,098

AVERAGE ALL 115,119

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	199,000 *
2	142,000 *
3	134,619 *
4	126,379 *

* = NASULGC

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TABLE II (CONTINUED)
CHICAGO REGION

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK (CONTINUED)	SALARY	
5	121,956	*
6	120,000	*
7	114,936	
8	113,600	*
9	110,000	*
10	109,000	*
11	108,321	
12	105,636	
AVERAGE "*"	130,728	
AVERAGE ALL	125,454	

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY	
1	192,300	*
2	184,000	*
3	180,180	*
4	172,700	*
5	172,200	*
6	149,098	*
7	136,500	*
8	130,000	*
9	129,400	*
10	128,750	*
11	128,100	*
12	118,416	
13	117,529	*
14	116,945	
15	106,536	
AVERAGE "*"	151,730	
AVERAGE ALL	144,177	

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY	
1	116,600	*
2	109,000	*
3	101,004	*
4	97,000	*
5	95,127	*
6	90,800	
7	85,000	*
AVERAGE "*"	100,622	
AVERAGE ALL	99,219	

ACADEMIC DEANS:
EDUCATION

RANK	SALARY	
1	141,100	*
2	139,632	*
3	124,667	*
4	122,366	*
5	120,500	*
6	117,500	*
7	115,100	*
8	113,350	*
9	108,000	*
10	107,200	*
11	106,882	*
12	100,008	
13	99,996	
14	99,816	*
15	94,768	
AVERAGE "*"	118,009	
AVERAGE ALL	114,059	

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY	
1	206,100	*
2	186,000	*
3	177,820	*
4	175,812	*
5	154,149	*
6	152,400	*
7	139,050	*
8	132,348	
9	124,212	*
10	120,000	*
11	105,050	*
AVERAGE "*" (CONTINUED)	154,059	
AVERAGE ALL	152,086	

ACADEMIC DEANS:
FINE ARTS

RANK	SALARY	
1	130,632	*
2	120,000	*
3	111,200	*
4	108,350	*
5	108,000	*
6	104,800	*
7	104,640	
8	102,430	*
9	99,324	
10	95,748	
AVERAGE "*"	112,202	
AVERAGE ALL	108,512	

ACADEMIC DEANS:
GRADUATE

RANK	SALARY	
1	172,000	*
2	153,500	*
3	149,050	*
4	140,004	*
5	137,600	*
6	105,876	*
7	104,500	*
8	103,900	*
9	102,312	
10	95,388	
11	90,937	*
12	80,834	*
AVERAGE "*"	123,820	
AVERAGE ALL	119,658	

* = MASULGC

ACADEMIC DEANS:
HOME ECONOMICS

RANK	SALARY
1	135,865 *
2	114,000 *
3	77,280 *
AVERAGE "*"	109,048
AVERAGE ALL	109,048

ACADEMIC DEANS:
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	130,000 *
2	120,000 *
3	108,600 *
4	93,912 *
5	90,000
6	80,700 *
AVERAGE "*"	106,642
AVERAGE ALL	103,869

ACADEMIC DEANS:
LAW

RANK	SALARY
1	181,824 *
2	167,000 *
3	159,500 *
4	157,195 *
5	153,000 *
6	149,250 *
7	134,550 *
AVERAGE "*"	157,474
AVERAGE ALL	157,474

ACADEMIC DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	180,300 *
2	107,100 *
3	101,500 *
4	77,200 *
AVERAGE "*"	116,525
AVERAGE ALL	116,525

ACADEMIC DEANS:
MUSIC

RANK	SALARY
1	153,500 *
2	143,800 *
3	98,280 *
4	87,000 *
AVERAGE "*"	120,645
AVERAGE ALL	120,645

ACADEMIC DEANS:
SCIENCE

RANK	SALARY
1	144,200 *
2	140,000 *
3	100,572 *
AVERAGE "*"	128,257
AVERAGE ALL	128,257

ACADEMIC DEANS:
SOCIAL WORK

RANK	SALARY
1	151,000 *
2	115,164 *
3	110,500 *
4	98,900 *
5	96,000 *
AVERAGE "*"	114,313
AVERAGE ALL	114,313

ACADEMIC DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	105,550 *
2	95,000 *
3	93,850 *
4	56,000 *
AVERAGE "*"	87,600
AVERAGE ALL	87,600

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	149,000 *
2	138,204 *
3	134,591 *
AVERAGE "*"	140,598
AVERAGE ALL	140,598

MEDICAL DEANS:
HEALTH-RELATED
PROFESSIONAL

RANK	SALARY
1	125,000 *
2	120,100 *
3	114,605 *
4	105,100 *
5	104,148
AVERAGE "*"	116,201
AVERAGE ALL	113,791

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	294,370 *
2	250,796 *
3	188,100 *
4	179,549 *
5	151,920 *

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

MEDICAL DEANS:
MEDICINE

RANK (CONTINUED)	SALARY
6	127,200 *
AVERAGE "*"	198,656
AVERAGE ALL	198,656

MEDICAL DEANS:
NURSING

RANK	SALARY
1	163,800 *
2	147,500 *
3	145,487 *
4	131,327 *
5	119,600 *
6	119,500 *
7	101,500 *
AVERAGE "*"	132,673
AVERAGE ALL	132,673

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	152,496 *
2	145,000 *
3	139,050 *
4	136,000 *
5	119,835 *
AVERAGE "*"	138,476
AVERAGE ALL	138,476

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	146,663 *
2	140,000 *
3	137,600 *

RANK SALARY (CONTINUED)

AVERAGE "*"	141,421
AVERAGE ALL	141,421

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES OFFICER

RANK	SALARY
1	173,243 *
2	160,176 *
3	149,350 *
4	125,000 *
5	125,000 *
6	118,450 *
7	115,872
8	112,800 *
9	112,275 *
10	106,500 *
11	103,734 *
12	100,940 *
13	100,520
14	90,000 *
15	87,996
AVERAGE "*"	123,106
AVERAGE ALL	118,777

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	102,012 *
2	95,100 *
3	92,524 *
4	90,000
5	82,400 *
6	79,500
7	72,250 *
8	70,343
9	66,049 *
10	61,585 *
11	60,075 *
12	58,012 *
13	54,632 *
14	50,493 *
15	49,591 *

RANK SALARY (CONTINUED)

AVERAGE "*"	70,394
AVERAGE ALL	72,304

STUDENT SERVICES ADMIN.:
DIRECTOR OF DINING SERVICES

RANK	SALARY
1	84,510 *
2	79,545 *
3	73,892 *
4	68,420
5	58,692
6	58,298 *
7	55,938 *
8	55,500 *
9	52,776 *
10	43,447 *
AVERAGE "*"	62,988
AVERAGE ALL	63,102

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	122,520 *
2	93,600 *
3	87,530
4	85,200 *
5	79,140 *
6	77,765 *
7	72,240
8	63,433 *
AVERAGE "*"	86,943
AVERAGE ALL	85,179

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	152,964 *
2	129,468 *

* = MASULGC

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT HEALTH CENTER

RANK (CONTINUED)	SALARY	
3	129,000	*
4	107,448	*
5	99,996	*
6	78,564	*
7	78,288	
8	76,366	*
9	73,236	
10	70,000	*
AVERAGE "*"	105,476	
AVERAGE ALL	99,533	

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER SERVICES

RANK	SALARY	
1	80,616	*
2	77,292	
3	75,330	*
4	73,213	*
5	68,070	*
6	67,600	*
7	64,682	
8	62,784	*
9	61,607	*
10	55,000	*
11	54,500	*
12	54,000	*
13	48,988	*
AVERAGE "*"	63,792	
AVERAGE ALL	64,899	

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT UNION

RANK	SALARY	
1	106,068	*
2	82,568	*
3	80,400	*
4	77,556	*
5	76,722	*
6	69,084	*
7	68,652	
8	67,680	
9	66,000	*
10	62,183	*
11	61,439	*
12	58,545	
13	57,371	*
14	57,178	*
15	54,709	*
16	45,371	*
AVERAGE "*"	68,973	
AVERAGE ALL	68,220	

STUDENT SERVICES ADMIN.:
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY	
1	121,008	*
2	118,450	*
3	94,500	*
4	90,640	*
5	65,285	*
6	64,830	*
7	59,615	*
8	56,623	*
9	54,957	
10	43,981	*
AVERAGE "*"	79,437	
AVERAGE ALL	76,989	

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK	SALARY	
1	100,092	*
2	96,540	
3	92,520	*
4	82,191	
5	74,412	*
6	73,090	*
7	72,339	*
8	72,100	*
9	69,844	*
10	68,292	
11	64,236	*
12	58,000	*
13	55,376	*
14	53,175	*
AVERAGE "*"	71,380	
AVERAGE ALL	73,729	

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY	
1	114,307	*
2	94,158	
3	79,750	*
4	70,020	*
5	65,000	*
6	62,796	
7	61,824	*
8	58,499	*
9	58,152	*
10	50,008	
11	50,775	*
12	32,800	*
AVERAGE "*"	65,681	
AVERAGE ALL	67,174	

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY	
1	72,552	*
2	68,400	*
3	64,876	*
4	63,388	*
5	58,500	*
6	55,356	*
7	54,472	*
8	53,945	*
9	53,251	*
10	49,176	
AVERAGE "*"	60,527	
AVERAGE ALL	59,392	

* = NASULGC

TABLE II (CONTINUED)
CHICAGO REGION

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	88,000 *
2	72,000
3	60,648 *
4	60,638 *
5	54,925 *
6	53,801 *
7	42,840 *
8	40,582 *
9	35,349 *

AVERAGE "*" 54,598

AVERAGE ALL 56,531

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	97,900 *
2	91,773 *
3	88,085 *
4	83,320 *
5	74,700 *
6	73,884 *
7	70,836 *
8	66,024
9	63,250 *
10	59,028
11	51,732 *

AVERAGE "*" 77,276

AVERAGE ALL 74,594

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	86,300 *
2	81,173 *
3	80,670 *
4	77,555 *
5	74,540 *
6	73,884 *
7	72,400 *
8	71,070 *
9	69,948
10	69,300
11	69,228 *
12	66,048
13	59,100 *

AVERAGE "*" 74,592

AVERAGE ALL 73,170

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	116,232
2	116,075 *
3	110,124 *
4	105,000 *

AVERAGE "*" 110,400

AVERAGE ALL 111,858

DEVELOPMENT ADMINISTRATORS:
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	182,938 *
2	150,108 *
3	133,440
4	126,000 *
5	119,800 *
6	115,360 *
7	115,250 *
8	105,400 *
9	103,017
10	84,000 *
11	77,600 *

AVERAGE "*" 119,606

AVERAGE ALL 119,356

DEVELOPMENT ADMINISTRATORS:
CHIEF PUBLIC RELATIONS OFFICER

RANK	SALARY
1	160,910 *
2	121,561 *
3	118,750 *
4	104,850 *
5	103,000 *
6	101,448 *
7	100,050 *
8	91,475 *
9	85,696 *
10	84,400 *
11	58,512

AVERAGE "*" 107,214

AVERAGE ALL 102,787

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	45,732
2	40,365 *
3	36,763 *

AVERAGE "*" 38,564

AVERAGE ALL 40,953

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	91,475 *
2	84,324
3	77,192 *
4	74,804
5	73,832 *
6	68,470 *
7	67,929 *
8	64,491
9	53,873 *

* = NASULGC

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

(CONTINUED)

AVERAGE "*"	72,129
AVERAGE ALL	72,843

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	107,000 *
2	87,437 *
3	83,835 *
4	72,924 *
5	66,924
AVERAGE "*"	87,799
AVERAGE ALL	83,624

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	130,750 *
2	105,700 *
3	84,410 *
4	82,893
5	68,928
6	65,386 *
7	60,152 *
8	53,718 *
9	50,627 *
10	41,328
AVERAGE "*"	78,678
AVERAGE ALL	74,389

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	165,012 *
2	150,000 *
3	103,284
4	102,400 *
5	100,799 *
6	93,100 *
7	92,076 *
8	91,000 *
9	87,421 *
AVERAGE "*"	110,226
AVERAGE ALL	109,455

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	114,100 *
2	98,916 *
3	96,531
4	85,260 *
5	81,700 *
AVERAGE "*"	94,994
AVERAGE ALL	95,301

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	117,170 *
2	114,600 *
3	112,476 *
4	87,756
5	84,000 *
6	72,168
7	65,836 *
8	56,606 *
9	51,400 *
AVERAGE "*"	86,013
AVERAGE ALL	84,668

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	100,250 *
2	84,732
3	83,230 *
4	73,068
5	61,800 *
6	55,825 *
AVERAGE "*"	75,276
AVERAGE ALL	76,484

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	206,076 *
2	168,264 *
3	156,673 *
4	146,170 *
5	105,876 *
6	104,500 *
7	103,315 *
8	102,500 *
9	97,619 *
10	87,200 *
11	82,500
AVERAGE "*"	127,819
AVERAGE ALL	123,699

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	140,970 *
2	98,800 *
3	84,692 *
4	74,975 *
5	69,144
6	62,185 *
7	55,000 *
8	49,140 *

TABLE II (CONTINUED)
CHICAGO REGION

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

(CONTINUED)

AVERAGE "*" 80,823

AVERAGE ALL 79,363

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	134,172 *
2	126,896 *
3	105,500 *

AVERAGE "*" 122,189

AVERAGE ALL 122,189

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION

RANK	SALARY
1	137,200 *
2	132,000 *
3	95,688 *
4	95,568 *

AVERAGE "*" 115,114

AVERAGE ALL 115,114

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	140,004 *
2	110,000 *
3	105,000 *
4	102,000 *
5	97,994
6	93,890 *
7	93,730 *
8	74,500 *
9	59,737 *
10	42,500 *

RANK SALARY (CONTINUED)

AVERAGE "*" 91,262

AVERAGE ALL 91,936

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	144,500 *
2	98,000 *
3	92,287 *
4	85,967 *
5	81,576 *
6	76,950 *
7	75,550 *
8	74,600 *
9	74,364
10	72,800 *
11	66,837 *
12	65,327 *
13	55,914
14	52,921 *

AVERAGE "*" 82,276

AVERAGE ALL 79,828

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	156,300 *
2	130,910 *
3	127,700 *
4	120,000 *
5	110,605 *
6	109,200 *
7	109,200 *
8	102,936
9	101,000 *
10	100,440
11	83,600 *
12	80,709 *
13	78,627 *
14	75,200 *

RANK SALARY (CONTINUED)

AVERAGE "*" 106,921

AVERAGE ALL 106,173

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	160,910 *
2	97,850 *
3	92,803 *
4	92,040
5	91,536
6	89,675
7	87,732 *
8	82,065 *
9	78,900 *
10	62,933 *

AVERAGE "*" 94,742

AVERAGE ALL 93,644

77

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The Universities participating from this region are:

*LOUISIANA STATE UNIVERSITY AND A & M COLLEGE
*NEW MEXICO STATE UNIVERSITY
*OKLAHOMA STATE UNIVERSITY
*TEXAS A & M UNIVERSITY
*TEXAS TECH UNIVERSITY
TEXAS WOMAN'S UNIVERSITY
THE UNIVERSITY OF TEXAS AT DALLAS
*THE UNIVERSITY OF TEXAS, AUSTIN
*UNIVERSITY OF ARKANSAS
*UNIVERSITY OF HOUSTON
*UNIVERSITY OF NORTH TEXAS
*UNIVERSITY OF OKLAHOMA

*Member of National Association of State Universities & Land-Grant Colleges.

TABLE II (CONTINUED)
DALLAS REGION

CHIEF EXECUTIVE OFFICER:
MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	270,000 *
2	161,004 *
3	157,600 *
AVERAGE "*"	196,201
AVERAGE ALL	196,201

CHIEF EXECUTIVE OFFICER:
SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	214,000 *
2	201,000 *
3	191,034 *
4	(190,000)*
5	186,000
6	184,374 *
7	157,246
8	153,390 *
9	153,000 *
10	147,146 *
11	140,036 *
AVERAGE "*"	174,887
AVERAGE ALL	174,293

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL OFFICER

RANK	SALARY
1	158,000 *
2	147,000 *
3	(132,540)*
4	131,034 *
5	122,400 *
6	121,019 *
7	120,000 *
8	116,500 *
9	115,477 *
10	112,000
11	108,508
12	106,881 *

RANK SALARY (CONTINUED)

AVERAGE "*"	127,085
AVERAGE ALL	124,280

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	90,300 *
2	87,045 *
3	81,750 *
4	75,785 *
AVERAGE "*"	83,720
AVERAGE ALL	83,720

FINANCIAL ADMINISTRATOR:
INTERNAL AUDITOR

RANK	SALARY
1	75,996 *
2	75,234 *
3	75,000 *
4	71,101 *
5	70,384 *
6	58,539 *
7	57,922
8	57,165 *
9	56,647 *
10	54,545
11	53,838 *
AVERAGE "*"	65,989
AVERAGE ALL	64,216

FINANCIAL ADMINISTRATOR:
DIRECTOR OF ACCOUNTING CONTROLLER

RANK	SALARY
1	(101,556)*
2	83,000 *
3	75,960 *
4	71,282
5	68,323 *
6	65,344 *
7	54,626 *
8	53,473 *
AVERAGE "*"	71,755
AVERAGE ALL	71,696

FINANCIAL ADMINISTRATOR:
BUDGET DIRECTOR

RANK	SALARY
1	80,600 *
2	(76,092)*
3	70,700 *
4	70,500
5	67,500 *
6	67,119 *
7	65,933
8	63,000 *
9	52,354 *
10	48,136 *
AVERAGE "*"	65,688
AVERAGE ALL	66,193

FINANCIAL ADMINISTRATOR:
DIRECTOR OF RESEARCH ACCOUNTING

RANK	SALARY
1	64,008 *
2	56,300
3	54,080 *
4	37,326 *
AVERAGE "*"	51,805
AVERAGE ALL	52,929

FINANCIAL ADMINISTRATOR:
TREASURER OR BURSAR

RANK	SALARY
1	68,826 *
2	59,796 *
3	(55,656)*
4	54,256 *

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* = NASULGC

FINANCIAL ADMINISTRATOR: TREASURER OR BURSAR

RANK	SALARY
(CONTINUED)	
5	50,718 *
6	49,300 *
7	42,509 *
8	41,881
9	31,950
AVERAGE "*"	54,437
AVERAGE ALL	50,544

FINANCIAL ADMINISTRATOR: DIRECTOR OF PURCHASING

RANK	SALARY
1	68,251 *
2	66,594 *
3	66,558
4	65,200 *
5	59,800 *
6	58,488 *
7	58,180 *
8	57,000
9	56,776 *
10	55,666 *
11	52,578 *
AVERAGE "*"	60,170
AVERAGE ALL	60,463

FINANCIAL ADMINISTRATOR: DIRECTOR OF BENEFITS

RANK	SALARY
1	54,366 *
2	49,684 *
3	38,235 *
4	36,734 *
5	36,508 *
AVERAGE "*"	43,105
AVERAGE ALL	43,105

FINANCIAL ADMINISTRATOR: DIRECTOR OF PERSONNEL

RANK	SALARY
1	88,000 *
2	85,490 *
3	82,512 *
4	81,334 *
5	80,000 *
6	73,124 *
7	69,168
8	64,313 *
9	62,400
10	54,000 *
AVERAGE "*"	76,097
AVERAGE ALL	74,034

FINANCIAL ADMINISTRATOR: DIRECTOR OF PAYROLL

RANK	SALARY
1	58,240 *
2	51,000 *
3	46,336 *
4	42,490 *
5	42,360 *
6	40,699 *
7	40,000
8	33,700 *
AVERAGE "*"	44,975
AVERAGE ALL	44,353

FINANCIAL ADMINISTRATOR: DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	86,000 *
2	72,500 *
3	68,251 *
4	55,165 *
AVERAGE "*"	70,479
AVERAGE ALL	70,479

FINANCIAL ADMINISTRATOR: DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	126,034 *
2	88,322 *
3	87,060 *
4	86,235 *
5	84,495 *
6	83,000
7	81,679 *
8	80,000 *
9	79,943 *
10	78,936 *
11	71,260
12	66,500 *
AVERAGE "*"	85,920
AVERAGE ALL	84,455

FINANCIAL ADMINISTRATOR: DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	76,738 *
2	76,008 *
3	73,535 *
4	69,912 *
5	69,400 *
6	62,643 *
7	61,413 *
8	61,281 *
9	59,598
10	56,850 *
11	49,400
AVERAGE "*"	67,531
AVERAGE ALL	65,162

FINANCIAL ADMINISTRATOR: DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	70,400 *
2	70,000 *
3	68,292 *
4	65,000 *

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* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK (CONTINUED)	SALARY
5	63,500 *
6	61,035 *
7	56,191 *
8	(48,084)*
9	42,882 *

AVERAGE "*" 60,598

AVERAGE ALL 60,598

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	205,000 *
2	176,034 *
3	175,000 *
4	154,500
5	(150,000)*
6	133,620 *
7	(133,448)*
8	128,600 *
9	124,333 *
10	117,558 *
11	116,425
12	115,510 *

AVERAGE "*" 145,910

AVERAGE ALL 144,169

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	96,385 *
2	82,932 *
3	67,300 *
4	60,000 *

AVERAGE "*" 76,654

AVERAGE ALL 76,654

ACADEMIC ADMINISTRATORS:
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT

RANK	SALARY
1	72,824 *
2	58,339
3	55,750

AVERAGE "*" 72,824

AVERAGE ALL 62,304

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	120,060 *
2	109,092 *
3	97,850 *
4	(94,080)*
5	93,300 *
6	88,865 *
7	86,533 *
8	86,223
9	85,539 *
10	82,271 *
11	79,500

AVERAGE "*" 95,288

AVERAGE ALL 93,028

ACADEMIC ADMINISTRATORS:
MUSEUM DIRECTOR

RANK	SALARY
1	97,678 *
2	91,237 *
3	65,720 *
4	60,262 *

AVERAGE "*" 78,724

AVERAGE ALL 78,724

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	83,436 *
2	78,000 *
3	70,394 *
4	65,902 *
5	64,361 *
6	62,947 *
7	59,364 *
8	48,030
9	42,150 *

AVERAGE "*" 65,819

AVERAGE ALL 63,843

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	81,800 *
2	81,420 *
3	80,537 *
4	63,717 *
5	62,213 *
6	58,061 *
7	57,751 *
8	57,292
9	56,650 *
10	46,115 *

AVERAGE "*" 65,363

AVERAGE ALL 64,556

ACADEMIC DEANS:
AGRICULTURE

RANK	SALARY
1	181,387 *
2	128,524 *
3	127,000 *
4	126,720 *
5	116,099 *
6	105,515 *

* = MASULGC

ACADEMIC DEANS:
AGRICULTURE

(CONTINUED)

AVERAGE "*" 130,874

AVERAGE ALL 130,874

ACADEMIC DEANS:
ARCHITECURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	130,522 *
2	116,391 *
3	111,250 *
4	103,305 *
5	102,687 *
6	100,510 *
7	98,385 *

AVERAGE "*" 109,007

AVERAGE ALL 109,007

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	122,004 *
2	115,023 *
3	114,613 *
4	110,280 *
5	105,547 *
6	98,487 *
7	86,835

AVERAGE "*" 110,992

AVERAGE ALL 107,541

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	197,998 *
2	172,500
3	170,595 *
4	165,835 *
5	156,480 *
6	152,760 *
7	133,000 *
8	125,410 *
9	122,640 *
10	121,870 *
11	120,000 *

AVERAGE "*" 146,659

AVERAGE ALL 149,008

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	110,350 *
2	108,243 *
3	96,240 *
4	92,971 *
5	85,000 *
6	67,138
7	62,422 *

AVERAGE "*" 92,538

AVERAGE ALL 88,909

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	161,288 *
2	125,004 *
3	109,235 *
4	107,811 *
5	107,100 *
6	107,034 *
7	106,433 *
8	104,354 *
9	103,850 *
10	98,809 *
11	86,383

AVERAGE "*" 113,092

AVERAGE ALL 110,664

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	198,000 *
2	176,135 *
3	143,434 *
4	143,000
5	141,803 *
6	131,560 *
7	128,603 *
8	126,558 *
9	126,480 *
10	111,188 *

AVERAGE "*" 142,640

AVERAGE ALL 142,676

ACADEMIC DEANS:
FINE ARTS

RANK	SALARY
1	125,000 *
2	101,210 *
3	(95,000)*

AVERAGE "*" 107,070

AVERAGE ALL 107,070

ACADEMIC DEANS:
GRADUATE

RANK	SALARY
1	149,400 *
2	134,802 *
3	(101,416)*
4	99,282 *
5	98,732
6	98,510 *
7	98,000
8	97,010 *
9	92,700 *

AVERAGE "*" 110,331

AVERAGE ALL 107,672

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ADMINISTRATIVE SALARIES SURVEY 1996-97

* = NASULGC

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TABLE II (CONTINUED)
DALLAS REGION

ACADEMIC DEANS:
LAW

RANK	SALARY
1	185,688 *
2	176,034 *
3	152,500 *
4	145,046 *
5	140,246 *
AVERAGE "*"	159,903
AVERAGE ALL	159,903

ACADEMIC DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	117,791 *
2	(100,000)*
3	93,731 *
4	84,225
AVERAGE "*"	103,841
AVERAGE ALL	98,937

ACADEMIC DEANS:
SCIENCE

RANK	SALARY
1	191,070 *
2	149,999 *
3	118,089 *
4	116,000
AVERAGE "*"	153,053
AVERAGE ALL	143,790

ACADEMIC DEANS:
SOCIAL WORK

RANK	SALARY
1	126,000 *
2	95,696 *
3	94,760 *

RANK SALARY (CONTINUED)

AVERAGE "*"	105,485
AVERAGE ALL	105,485

ACADEMIC DEANS:
UNDERGRADUATE STUDIES

RANK	SALARY
1	118,597 *
2	96,500
3	78,180 *
AVERAGE "*"	98,389
AVERAGE ALL	97,759

ACADEMIC DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	112,827 *
2	101,000
3	92,700 *
4	89,722 *
AVERAGE "*"	98,416
AVERAGE ALL	99,062

MEDICAL DEANS:
HEALTH-RELATED
PROFESSIONAL

RANK	SALARY
1	114,000
2	99,282 *
3	85,628
AVERAGE "*"	99,282
AVERAGE ALL	99,637

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	153,878 *
2	131,340 *
3	118,150 *
AVERAGE "*"	134,456
AVERAGE ALL	134,456

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES
OFFICER

RANK	SALARY
1	136,176 *
2	129,782 *
3	115,000
4	109,701 *
5	106,661 *
6	105,102 *
7	102,251 *
8	101,181
9	97,253 *
10	96,374 *
11	94,650 *
12	85,510 *
AVERAGE "*"	106,346
AVERAGE ALL	106,637

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	92,600 *
2	73,150 *
3	69,060 *
4	67,177 *
5	63,000 *
6	60,019 *
7	59,119 *
8	55,601 *
9	55,362 *
10	52,058

* = NASULGC

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

(CONTINUED)

RANK	SALARY
7	54,457 *
8	48,095 *
AVERAGE "*"	76,973
AVERAGE ALL	77,522

AVERAGE "*" 66,121

AVERAGE ALL 64,715

STUDENT SERVICES ADMIN.:
DIRECTOR OF DINING SERVICES

RANK	SALARY
1	60,019 *
2	55,290 *
3	50,000 *
AVERAGE "*"	55,103
AVERAGE ALL	55,103

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	85,200 *
2	74,134 *
3	(71,440)*
4	69,034 *
5	65,165 *
6	62,400 *
7	62,000
8	52,463 *
AVERAGE "*"	68,548
AVERAGE ALL	67,730

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	101,034 *
2	87,633 *
3	86,875 *
4	85,204 *
5	81,370
6	75,510 *

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	70,045 *
2	68,543 *
3	61,893 *
4	55,584 *
5	53,345 *
6	51,325 *
7	48,500
8	47,512 *
9	46,994 *
10	44,554
AVERAGE "*"	56,905
AVERAGE ALL	54,830

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT UNION

RANK	SALARY
1	84,024 *
2	76,000 *
3	66,987 *
4	66,035 *
5	60,442 *
6	59,601 *
7	54,769 *
8	54,162 *
9	52,561 *
10	39,192
AVERAGE "*"	63,842
AVERAGE ALL	61,377

STUDENT SERVICES ADMIN.:
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
1	(87,000)*
2	(77,333)*
3	59,034 *
4	55,633 *
5	26,928 *
AVERAGE "*"	61,186
AVERAGE ALL	61,186

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK	SALARY
1	102,057 *
2	87,384 *
3	84,035 *
4	74,314 *
5	58,270 *
6	57,802
7	57,401 *
8	56,268 *
9	46,350
10	45,000 *
AVERAGE "*"	70,591
AVERAGE ALL	66,888

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY
1	76,650 *
2	69,035 *
3	(61,620)*
4	60,146 *
5	53,964 *
6	53,266 *
7	50,504 *
8	47,736 *
9	36,235 *
10	28,555 *

TABLE II (CONTINUED)
DALLAS REGION

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

(CONTINUED)

AVERAGE "*" 53,771

AVERAGE ALL 53,771

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	77,259 *
2	60,243 *
3	53,020 *
4	48,776 *
5	(44,028)*
6	37,375 *

AVERAGE "*" 53,450

AVERAGE ALL 53,450

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	66,034 *
2	54,355 *
3	41,410 *
4	40,729 *
5	38,848
6	37,536 *
7	33,619 *

AVERAGE "*" 45,614

AVERAGE ALL 44,646

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	103,000 *
2	96,241 *
3	90,000 *
4	66,254 *
5	63,221 *
6	60,247 *
7	57,751 *
8	57,360 *
9	47,656 *
10	46,426

AVERAGE "*" 71,303

AVERAGE ALL 68,816

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	87,651 *
2	80,256 *
3	68,742 *
4	68,567 *
5	67,558
6	56,650 *
7	54,977 *
8	54,193 *
9	53,371 *
10	50,033 *
11	49,000

AVERAGE "*" 63,827

AVERAGE ALL 62,818

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	119,525 *
2	107,935 *
3	107,216 *
4	105,373 *

AVERAGE "*" 110,012

AVERAGE ALL 110,012

DEVELOPMENT ADMINISTRATORS:
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	164,500 *
2	140,134 *
3	125,000 *
4	118,010 *
5	110,000 *
6	101,074
7	71,499 *

AVERAGE "*" 121,524

AVERAGE ALL 118,602

DEVELOPMENT ADMINISTRATORS:
CHIEF PUBLIC RELATIONS OFFICER

RANK	SALARY
1	143,500 *
2	76,527 *
3	73,906 *
4	63,520 *
5	39,431 *

AVERAGE "*" 79,377

AVERAGE ALL 79,377

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	(95,604)*
2	90,000 *
3	84,903 *
4	61,234 *
5	59,360 *
6	54,605 *
7	52,567 *
8	46,866
9	42,000 *

AVERAGE "*" 67,534

AVERAGE ALL 65,238

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* = NASULGC

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	90,000 *
2	83,996 *
3	81,436 *
4	45,381 *
AVERAGE "*"	75,203
AVERAGE ALL	75,203

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	83,996 *
2	80,808 *
3	79,510 *
4	73,954 *
5	65,593 *
6	61,543 *
7	49,980 *
8	45,673 *
9	38,390
AVERAGE "*"	67,632
AVERAGE ALL	64,383

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	97,782 *
2	96,806 *
3	85,000
4	83,296 *
5	81,770 *
6	79,850 *
AVERAGE "*"	87,901
AVERAGE ALL	87,417

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	89,627 *
2	(87,360)*
3	87,127 *
4	78,000 *
5	75,870 *
6	75,222
7	73,354 *
AVERAGE "*"	81,890
AVERAGE ALL	80,937

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	173,708 *
2	96,700 *
3	73,530 *
4	72,619 *
5	65,414 *
6	58,600
AVERAGE "*"	96,394
AVERAGE ALL	90,095

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	87,739 *
2	86,500 *
3	73,358 *
4	65,414 *
5	65,300
AVERAGE "*"	78,253
AVERAGE ALL	75,662

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	174,658 *
2	142,810 *
3	141,034 *
4	(123,840)*
5	113,030 *
6	112,476 *
7	105,397 *
8	98,510 *
9	97,010 *
AVERAGE "*"	123,196
AVERAGE ALL	123,196

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	127,110 *
2	79,598 *
3	77,000
4	73,923 *
5	69,010 *
6	67,553 *
7	66,719 *
8	64,237
9	60,719 *
10	55,353 *
AVERAGE "*"	74,998
AVERAGE ALL	74,122

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	118,000 *
2	112,034 *
3	91,118 *
4	76,694 *
5	76,000 *
6	73,700
7	69,384 *
8	64,272 *

* = NASULGC

TABLE II (CONTINUED)
DALLAS REGION

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK (CONTINUED)	SALARY
9	52,728 *
AVERAGE "*"	82,529
AVERAGE ALL	81,548

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	68,251 *
2	67,043 *
3	65,035 *
4	61,045 *
5	59,620 *
6	(54,504)*
7	50,000 *
AVERAGE "*"	60,785
AVERAGE ALL	60,785

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	124,000 *
2	110,360 *
3	(106,000)*
4	100,656 *
5	88,615
6	83,212 *
7	76,000 *
8	71,946 *
AVERAGE "*"	96,025
AVERAGE ALL	95,099

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	108,216 *
2	106,000 *
3	96,708 *
4	93,630 *
5	90,633 *
6	57,660 *
AVERAGE "*"	92,141
AVERAGE ALL	92,141

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The Universities participating from this region are:

*COLORADO STATE UNIVERSITY
*MONTANA STATE UNIVERSITY-BOZEMAN
*NORTH DAKOTA STATE UNIVERSITY
*UNIVERSITY OF COLORADO AT BOULDER
*UNIVERSITY OF NORTHERN COLORADO
*UNIVERSITY OF UTAH
*UNIVERSITY OF WYOMING
*UTAH STATE UNIVERSITY

*Member of National Association of State Universities & Land-Grant Colleges.

TABLE II (CONTINUED)
DENVER REGION

CHIEF EXECUTIVE OFFICER:
MULTI-CAMPUSES CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	185,000 *
2	171,630 *
3	106,856 *
AVERAGE "*"	154,495
AVERAGE ALL	154,495

CHIEF EXECUTIVE OFFICER:
SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	171,600 *
2	166,305 *
3	148,720 *
4	129,840 *
5	125,000 *
6	123,650 *
AVERAGE "*"	144,186
AVERAGE ALL	144,186

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL OFFICER

RANK	SALARY
1	125,560 *
2	124,359 *
3	105,823 *
4	102,900 *
5	97,272 *
6	96,500 *
7	96,425 *
8	91,836 *
AVERAGE "*"	105,084
AVERAGE ALL	105,084

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR MANAGEMENT & BUDGET

RANK	SALARY
1	147,309 *
2	77,500 *
3	76,380 *
AVERAGE "*"	100,396
AVERAGE ALL	100,396

FINANCIAL ADMINISTRATOR:
INTERNAL AUDITOR

RANK	SALARY
1	79,975 *
2	65,000 *
3	62,460 *
4	62,118 *
5	49,572 *
6	41,856 *
7	34,330 *
AVERAGE "*"	56,473
AVERAGE ALL	56,473

FINANCIAL ADMINISTRATOR:
DIRECTOR OF ACCOUNTING CONTROLLER

RANK	SALARY
1	94,928 *
2	86,405 *
3	64,541 *
4	62,500 *
5	59,724 *
6	58,432 *
7	56,260 *
8	49,549 *
AVERAGE "*"	66,542
AVERAGE ALL	66,542

FINANCIAL ADMINISTRATOR:
BUDGET DIRECTOR

RANK	SALARY
1	103,000 *
2	91,400 *
3	87,270 *
4	81,432 *
5	69,501 *
6	49,464 *
7	35,700 *
AVERAGE "*"	73,967
AVERAGE ALL	73,967

FINANCIAL ADMINISTRATOR:
DIRECTOR OF RESEARCH ACCOUNTING

RANK	SALARY
1	71,532 *
2	71,064 *
3	46,422 *
AVERAGE "*"	63,006
AVERAGE ALL	63,006

FINANCIAL ADMINISTRATOR:
TREASURER OR BURSAR

RANK	SALARY
1	77,385 *
2	71,080 *
3	60,568 *
AVERAGE "*"	69,624
AVERAGE ALL	69,624

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PURCHASING

RANK	SALARY
1	79,400 *
2	68,649 *
3	66,870 *
4	53,600 *

* = NASULGC

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FINANCIAL ADMINISTRATOR:
DIRECTOR OF PURCHASING

RANK (CONTINUED)	SALARY
5	50,950 *
6	41,868 *
7	41,758 *

AVERAGE "*" 57,471

AVERAGE ALL 57,471

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	84,600 *
2	81,670 *
3	80,000 *
4	71,900 *
5	61,911 *
6	56,484 *
7	55,445 *
8	51,613 *

AVERAGE "*" 67,953

AVERAGE ALL 67,953

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL

RANK	SALARY
1	76,035 *
2	60,000 *
3	42,684 *
4	37,452 *
5	37,417 *
6	37,038 *

AVERAGE "*" 48,438

AVERAGE ALL 48,438

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	94,100 *
2	75,425 *
3	68,500 *
4	66,939 *
5	65,295 *
6	61,620 *
7	47,311 *

AVERAGE "*" 68,456

AVERAGE ALL 68,456

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	107,935 *
2	80,000 *
3	72,000 *
4	67,062 *
5	64,900 *
6	64,884 *
7	62,831 *

AVERAGE "*" 74,230

AVERAGE ALL 74,230

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	87,000 *
2	72,500 *
3	53,304 *
4	48,579 *
5	39,605 *

AVERAGE "*" 60,198

AVERAGE ALL 60,198

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	72,850 *
2	72,000 *
3	58,000 *
4	57,192 *
5	42,380 *

AVERAGE "*" 60,484

AVERAGE ALL 60,484

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	147,390 *
2	135,000 *
3	126,950 *
4	120,000 *
5	118,968 *
6	101,500 *
7	99,000 *
8	91,800 *

AVERAGE "*" 117,576

AVERAGE ALL 117,576

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	96,000 *
2	69,220 *
3	68,481 *
4	63,648 *

AVERAGE "*" 74,337

AVERAGE ALL 74,337

TABLE II (CONTINUED)
DENVER REGION

ACADEMIC ADMINISTRATORS:
DEAN/DIRECTOR OF
ENROLLMENT MANAGEMENT

RANK	SALARY
1	86,200 *
2	72,820 *
3	(72,520)*
4	61,200 *
AVERAGE "*"	73,185
AVERAGE ALL	73,185

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	111,000 *
2	110,554 *
3	104,000 *
4	89,000 *
5	82,840 *
6	81,672 *
7	70,000 *
8	65,837 *
AVERAGE "*"	89,363
AVERAGE ALL	89,363

ACADEMIC ADMINISTRATORS:
MUSEUM DIRECTOR

RANK	SALARY
1	82,351 *
2	76,800 *
3	73,522 *
4	72,980 *
AVERAGE "*"	76,413
AVERAGE ALL	76,413

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	70,306 *
2	65,087 *
3	62,400 *
4	53,708 *
5	51,060 *
AVERAGE "*"	60,512
AVERAGE ALL	60,512

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	76,749 *
2	65,484 *
3	(61,123)*
4	58,160 *
5	57,276 *
6	55,104 *
7	48,000 *
AVERAGE "*"	60,271
AVERAGE ALL	60,271

ACADEMIC DEANS:
AGRICULTURE

RANK	SALARY
1	102,957 *
2	98,712 *
3	94,990 *
4	87,290 *
AVERAGE "*"	95,987
AVERAGE ALL	95,987

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	134,000 *
2	96,312 *
3	85,000 *
4	84,019 *

RANK	SALARY (CONTINUED)
AVERAGE "*"	99,833
AVERAGE ALL	99,833

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	136,000 *
2	135,000 *
3	124,525 *
4	99,132 *
5	99,097 *
6	98,000 *
7	92,781 *
8	91,200 *
AVERAGE "*"	109,467
AVERAGE ALL	109,467

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	95,190 *
2	83,612 *
3	83,230 *
4	83,000 *
AVERAGE "*"	86,258
AVERAGE ALL	86,258

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	112,372 *
2	92,804 *
3	91,504 *
4	91,226 *
5	88,175 *
6	83,546 *
7	82,901 *

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ACADEMIC DEANS:
EDUCATION

(CONTINUED)

AVERAGE "*" 91,675

AVERAGE ALL 91,675

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	162,163 *
2	143,000 *
3	111,100 *
4	110,405 *
5	106,920 *
6	95,109 *
7	85,313 *

AVERAGE "*" 116,287

AVERAGE ALL 116,287

ACADEMIC DEANS:
GRADUATE

RANK	SALARY
1	125,952 *
2	106,100 *
3	98,210 *
4	95,700 *
5	90,932 *
6	68,220 *

AVERAGE "*" 97,519

AVERAGE ALL 97,519

ACADEMIC DEANS:
LAW

RANK	SALARY
1	139,000 *
2	134,160 *
3	87,840 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 120,333

AVERAGE ALL 120,333

ACADEMIC DEANS:
SCIENCE

RANK	SALARY
1	117,300 *
2	116,080 *
3	109,357 *
4	90,500 *

AVERAGE "*" 108,309

AVERAGE ALL 108,309

MEDICAL DEANS:
HEALTH-RELATED
PROFESSIONAL

RANK	SALARY
1	113,960 *
2	101,112 *
3	89,143 *

AVERAGE "*" 101,405

AVERAGE ALL 101,405

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES
OFFICER

RANK	SALARY
1	118,000 *
2	114,368 *
3	105,000 *
4	90,020 *
5	86,275 *
6	83,640 *
7	81,868 *

AVERAGE "*" 97,024

AVERAGE ALL 97,024

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	83,072 *
2	82,000 *
3	(65,806)*
4	62,500 *
5	62,400 *
6	61,200 *
7	55,088 *
8	41,594 *

AVERAGE "*" 64,198

AVERAGE ALL 64,198

STUDENT SERVICES ADMIN.:
DIRECTOR OF DINING
SERVICES

RANK	SALARY
1	59,675 *
2	58,500 *
3	53,040 *
4	53,000 *
5	50,103 *

AVERAGE "*" 54,864

AVERAGE ALL 54,864

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	75,000 *
2	62,160 *
3	58,703 *
4	54,624 *

AVERAGE "*" 62,622

AVERAGE ALL 62,622

BEST COPY AVAILABLE

TABLE II (CONTINUED)
DENVER REGION

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	99,960 *
2	98,500 *
3	72,000 *
4	53,028 *
5	50,703 *
AVERAGE "*"	74,838
AVERAGE ALL	74,838

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	64,078 *
2	56,000 *
3	54,010 *
4	49,393 *
5	47,424 *
6	46,691 *
7	46,568 *
8	46,267 *
AVERAGE "*"	51,304
AVERAGE ALL	51,304

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT UNION

RANK	SALARY
1	80,168 *
2	74,000 *
3	(66,304)*
4	59,038 *
5	52,008 *
6	49,474 *
7	49,000 *
8	46,053 *
AVERAGE "*"	59,506
AVERAGE ALL	59,506

STUDENT SERVICES ADMIN.:
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
1	71,050 *
2	58,888 *
3	51,288 *
4	41,677 *
5	41,550 *
6	40,368 *
AVERAGE "*"	50,804
AVERAGE ALL	50,804

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK	SALARY
1	90,500 *
2	(80,855)*
3	73,700 *
4	64,210 *
5	55,452 *
6	54,091 *
7	45,473 *
AVERAGE "*"	66,326
AVERAGE ALL	66,326

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY
1	71,486 *
2	59,100 *
3	49,600 *
4	48,038 *
5	35,975 *
AVERAGE "*"	52,840
AVERAGE ALL	52,840

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	52,350 *
2	45,900 *
3	41,592 *
4	41,343 *
5	40,242 *
AVERAGE "*"	44,285
AVERAGE ALL	44,285

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	78,931 *
2	74,500 *
3	60,792 *
4	57,830 *
AVERAGE "*"	68,013
AVERAGE ALL	68,013

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	85,708 *
2	58,305 *
3	53,832 *
4	53,646 *
5	53,418 *
6	48,000 *
7	47,500 *
AVERAGE "*"	57,201
AVERAGE ALL	57,201

DEVELOPMENT ADMINISTRATORS:
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	110,854 *

* = NASULGC

DEVELOPMENT ADMINISTRATORS:
CHIEF DEVELOPMENT OFFICER

RANK (CONTINUED)	SALARY
2	101,700 *
3	91,642 *
AVERAGE "*"	101,399
AVERAGE ALL	101,399

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	84,081 *
2	75,551 *
3	61,900 *
4	58,440 *
5	36,382 *
AVERAGE "*"	63,271
AVERAGE ALL	63,271

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	86,802 *
2	60,594 *
3	57,915 *
4	53,852 *
AVERAGE "*"	64,591
AVERAGE ALL	64,591

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	77,950 *
2	58,400 *
3	52,403 *
4	50,972 *
5	46,596 *
6	45,675 *
AVERAGE "*"	55,333
AVERAGE ALL	55,333

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	105,000 *
2	100,000 *
3	99,800 *
4	91,340 *
5	83,000 *
AVERAGE "*"	95,828
AVERAGE ALL	95,828

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	102,720 *
2	85,200 *
3	62,500 *
4	56,244 *
AVERAGE "*"	76,666
AVERAGE ALL	76,666

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	103,300 *
2	73,600 *
3	40,700 *
AVERAGE "*"	72,533
AVERAGE ALL	72,533

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	144,500 *
2	130,771 *
3	113,700 *
4	100,817 *
5	95,304 *
AVERAGE "*"	117,018
AVERAGE ALL	117,018

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	93,784 *
2	89,188 *
3	71,532 *
4	68,628 *
5	67,100 *
6	55,613 *
AVERAGE "*"	74,294
AVERAGE ALL	74,294

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	99,000 *
2	96,168 *
3	90,000 *
4	87,551 *
5	85,313 *
AVERAGE "*"	91,606
AVERAGE ALL	91,606

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION

RANK	SALARY
1	119,000 *

* = NASULGC

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TABLE II (CONTINUED)
DENVER REGION

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION

RANK (CONTINUED)	SALARY
2	107,142 *
3	85,313 *
AVERAGE "*"	103,818
AVERAGE ALL	103,818

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	77,782 *
2	70,063 *
3	70,000 *
4	68,481 *
5	65,006 *
AVERAGE "*"	70,266
AVERAGE ALL	70,266

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	68,350 *
2	67,600 *
3	67,305 *
4	59,700 *
5	53,580 *
6	51,765 *
7	46,344 *
8	44,478 *
AVERAGE "*"	57,390
AVERAGE ALL	57,390

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	131,246 *
2	89,640 *
3	85,900 *
4	69,174 *
5	64,300 *
6	50,906 *
AVERAGE "*"	81,861
AVERAGE ALL	81,861

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	80,710 *
2	72,000 *
3	70,900 *
4	60,900 *
AVERAGE "*"	71,128
AVERAGE ALL	71,128

* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The Universities participating from this region are:

*IOWA STATE UNIVERSITY
*KANSAS STATE UNIVERSITY
*UNIVERSITY OF KANSAS
*UNIVERSITY OF MISSOURI-COLUMBIA
*UNIVERSITY OF MISSOURI-KANSAS CITY

*Member of National Association of State Universities & Land-Grant Colleges.

TABLE II (CONTINUED)
KANSAS CITY REGION

CHIEF EXECUTIVE OFFICER:
SING. UNIT INSTITUTION
CHIEF EXEC. OFFICER

RANK	SALARY
1	198,000 *
2	162,880 *
3	154,913 *
4	150,000 *
AVERAGE "*"	166,428
AVERAGE ALL	166,428

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL
OFFICER

RANK	SALARY
1	146,300 *
2	144,200 *
3	129,000 *
4	113,958 *
5	80,300 *
AVERAGE "*"	122,752
AVERAGE ALL	122,752

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR
MANAGEMENT & BUDGET

RANK	SALARY
1	(95,814)*
2	90,000 *
3	87,622 *
AVERAGE "*"	91,145
AVERAGE ALL	91,145

FINANCIAL ADMINISTRATOR:
INTERNAL AUDITOR

RANK	SALARY
1	59,691 *
2	57,655 *
3	47,380 *
4	43,000 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	51,932
AVERAGE ALL	51,932

FINANCIAL ADMINISTRATOR:
DIRECTOR OF ACCOUNTING
CONTROLLER

RANK	SALARY
1	94,500 *
2	79,156 *
3	78,158 *
4	63,880 *
AVERAGE "*"	78,924
AVERAGE ALL	78,924

FINANCIAL ADMINISTRATOR:
BUDGET DIRECTOR

RANK	SALARY
1	136,000 *
2	81,750 *
3	71,550 *
4	62,712 *
5	52,620 *
AVERAGE "*"	80,926
AVERAGE ALL	80,926

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PURCHASING

RANK	SALARY
1	96,950 *
2	92,800 *
3	62,000 *
4	59,200 *
5	55,575 *
6	(54,119)*
AVERAGE "*"	70,107
AVERAGE ALL	70,107

FINANCIAL ADMINISTRATOR:
DIRECTOR OF BENEFITS

RANK	SALARY
1	48,382 *
2	46,266 *
3	42,393 *
4	27,773 *
AVERAGE "*"	41,284
AVERAGE ALL	41,284

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	80,877 *
2	77,100 *
3	70,967 *
4	70,500 *
AVERAGE "*"	74,861
AVERAGE ALL	74,861

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL

RANK	SALARY
1	73,500 *
2	63,768 *
3	53,500 *
4	50,245 *
5	43,882 *
AVERAGE "*"	56,979
AVERAGE ALL	56,979

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES
PLANNING

RANK	SALARY
1	76,159 *
2	66,963 *
3	65,810 *

* = NASULGC

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

(CONTINUED)

AVERAGE "*" 69,644

AVERAGE ALL 69,644

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	87,064 *
2	85,574 *
3	78,563 *
4	72,610 *
5	68,488 *
6	63,888 *

AVERAGE "*" 75,869

AVERAGE ALL 75,869

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	69,320 *
2	66,988 *
3	66,234 *
4	66,288 *
5	60,250 *
6	54,288 *

AVERAGE "*" 63,851

AVERAGE ALL 63,851

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	94,450 *
2	75,500 *
3	69,888 *
4	57,488 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 71,838

AVERAGE ALL 71,838

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	168,000 *
2	161,300 *
3	135,000 *
4	130,000 *
5	125,898 *

AVERAGE "*" 144,040

AVERAGE ALL 144,040

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	107,513 *
2	88,310 *
3	82,620 *
4	77,301 *

AVERAGE "*" 88,936

AVERAGE ALL 88,936

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	124,000 *
2	110,000 *
3	106,915 *
4	106,745 *
5	95,000 *
6	93,812 *

AVERAGE "*" 106,079

AVERAGE ALL 106,079

ACADEMIC ADMINISTRATORS:
MUSEUM DIRECTOR

RANK	SALARY
1	102,382 *
2	88,168 *
3	61,800 *
4	61,127 *

AVERAGE "*" 78,369

AVERAGE ALL 78,369

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	92,597 *
2	79,600 *
3	76,579 *
4	76,498 *
5	69,200 *

AVERAGE "*" 78,895

AVERAGE ALL 78,895

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	86,000 *
2	67,000 *
3	64,000 *
4	60,483 *
5	59,234 *
6	54,530 *

AVERAGE "*" 65,208

AVERAGE ALL 65,208

ACADEMIC DEANS:
AGRICULTURE

RANK	SALARY
1	144,200 *
2	128,500 *

* = NASULGC

TABLE II (CONTINUED)
KANSAS CITY REGION

ACADEMIC DEANS:
AGRICULTURE

RANK (CONTINUED)	SALARY
3	127,890 *
4	121,172 *
AVERAGE "*"	130,441
AVERAGE ALL	130,441

ACADEMIC DEANS:
ARCHITECURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	116,690 *
2	115,137 *
3	112,000 *
4	103,008 *
AVERAGE "*"	111,709
AVERAGE ALL	111,709

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	152,000 *
2	135,000 *
3	126,069 *
4	120,000 *
5	116,454 *
6	113,560 *
AVERAGE "*"	127,181
AVERAGE ALL	127,181

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	156,725 *
2	142,475 *
3	139,256 *
4	135,800 *
5	122,000 *
6	115,008 *
AVERAGE "*"	135,211
AVERAGE ALL	135,211

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	112,000 *
2	111,678 *
3	99,773 *
AVERAGE "*"	107,817
AVERAGE ALL	107,817

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	130,410 *
2	119,228 *
3	105,818 *
4	93,200 *
AVERAGE "*"	112,164
AVERAGE ALL	112,164

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	174,720 *
2	150,000 *
3	145,600 *
4	117,575 *
5	113,821 *
AVERAGE "*"	140,343
AVERAGE ALL	140,343

ACADEMIC DEANS:
GRADUATE

RANK	SALARY
1	116,500 *
2	115,274 *
3	104,000 *
4	88,310 *
AVERAGE "*"	106,021
AVERAGE ALL	106,021

ACADEMIC DEANS:
HOME ECONOMICS

RANK	SALARY
1	125,500 *
2	116,511 *
3	111,010 *
4	106,750 *
AVERAGE "*"	114,943
AVERAGE ALL	114,943

ACADEMIC DEANS:
LAW

RANK	SALARY
1	155,728 *
2	155,080 *
3	151,500 *
4	90,000 *
AVERAGE "*"	138,077
AVERAGE ALL	138,077

MEDICAL DEANS:
VETERINARY MEDICINE

RANK	SALARY
1	154,830 *
2	142,500 *
3	115,279 *

* = NASULGC

MEDICAL DEANS:
VETERINARY MEDICINE

(CONTINUED)

AVERAGE "*" 137,536

AVERAGE ALL 137,536

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES OFFICER

RANK	SALARY
1	128,968 *
2	123,837 *
3	122,000 *
4	114,636 *
5	112,100 *
6	108,989 *

AVERAGE "*" 118,487

AVERAGE ALL 118,487

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	84,000 *
2	76,875 *
3	67,554 *
4	64,200 *

AVERAGE "*" 73,157

AVERAGE ALL 73,157

STUDENT SERVICES ADMIN.:
DIRECTOR OF DINING SERVICES

RANK	SALARY
1	68,550 *
2	66,700 *
3	59,250 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 64,833

AVERAGE ALL 64,833

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	84,600 *
2	84,200 *
3	77,350 *

AVERAGE "*" 82,050

AVERAGE ALL 82,050

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	115,254 *
2	104,547 *
3	76,100 *
4	(78,100)*
5	64,492 *

AVERAGE "*" 86,099

AVERAGE ALL 86,099

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	82,100 *
2	66,850 *
3	64,173 *
4	53,248 *
5	51,455 *
6	50,625 *

AVERAGE "*" 61,409

AVERAGE ALL 61,409

STUDENT SERVICES ADMIN.:
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
1	81,028 *
2	61,200 *
3	50,000 *
4	49,595 *

AVERAGE "*" 60,456

AVERAGE ALL 60,456

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK	SALARY
1	75,500 *
2	73,800 *
3	71,147 *
4	70,800 *
5	64,832 *
6	63,861 *

AVERAGE "*" 69,990

AVERAGE ALL 69,990

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY
1	59,948 *
2	59,000 *
3	58,859 *
4	51,000 *
5	36,990 *

AVERAGE "*" 53,159

AVERAGE ALL 53,159

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	59,314 *
2	49,870 *

* = NASULGC

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TABLE II (CONTINUED)
KANSAS CITY REGION

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK (CONTINUED)	SALARY
3	48,214 *
4	45,055 *
5	37,798 *
AVERAGE "*"	48,050
AVERAGE ALL	48,050

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	54,740 *
2	54,300 *
3	44,761 *
4	38,388 *
AVERAGE "*"	48,047
AVERAGE ALL	48,047

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	72,000 *
2	70,564 *
3	63,484 *
4	60,200 *
5	54,202 *
AVERAGE "*"	64,090
AVERAGE ALL	64,090

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	79,942 *
2	76,480 *
3	74,400 *
4	64,170 *
5	59,630 *
6	56,036 *
AVERAGE "*"	68,430
AVERAGE ALL	68,430

DEVELOPMENT ADMINISTRATORS:
CHIEF PUBLIC RELATIONS OFFICER

RANK	SALARY
1	97,250 *
2	73,325 *
3	64,516 *
AVERAGE "*"	78,364
AVERAGE ALL	78,364

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	78,000 *
2	55,660 *
3	47,215 *
AVERAGE "*"	60,292
AVERAGE ALL	60,292

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	82,290 *
2	77,200 *
3	75,500 *
AVERAGE "*"	78,330
AVERAGE ALL	78,330

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	116,530 *
2	88,500 *
3	78,468 *
4	78,120 *
5	56,000 *
AVERAGE "*"	83,522
AVERAGE ALL	83,522

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	112,425 *
2	74,250 *
3	64,816 *
4	57,766 *
AVERAGE "*"	77,314
AVERAGE ALL	77,314

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	132,000 *
2	121,365 *
3	116,500 *
4	115,274 *
5	104,140 *
AVERAGE "*"	117,856
AVERAGE ALL	117,856

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	72,400 *
2	64,617 *
3	51,985 *

* = NASULGC

TABLE II (CONTINUED)
KANSAS CITY REGION

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

(CONTINUED)

RANK	SALARY
AVERAGE "*"	63,001
AVERAGE ALL	63,001

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	127,000 *
2	108,609 *
3	92,750 *
AVERAGE "*"	109,453
AVERAGE ALL	109,453

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	132,080 *
2	95,970 *
3	92,754 *
4	91,000 *
5	88,300 *
6	63,560 *
AVERAGE "*"	93,944
AVERAGE ALL	93,944

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	86,800 *
2	82,000 *
3	66,522 *
4	66,023 *

RANK SALARY
(CONTINUED)

AVERAGE "*"	75,336
AVERAGE ALL	75,336

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	95,700 *
2	91,665 *
3	52,212 *
AVERAGE "*"	79,859
AVERAGE ALL	79,859

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	105,890 *
2	103,600 *
3	78,684 *
4	47,936 *
AVERAGE "*"	84,028
AVERAGE ALL	84,028

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-NEW YORK AND BOSTON REGION-

The New York and Boston Region as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The Universities participating from this region are:

*RUTGERS UNIVERSITY
*STATE UNIVERSITY OF NEW YORK AT ALBANY
*STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
*STATE UNIVERSITY OF NEW YORK AT BUFFALO
*STATE UNIVERSITY OF NEW YORK AT STONY BROOK
*UNIVERSITY OF CONNECTICUT
*UNIVERSITY OF MAINE
*UNIVERSITY OF MASSACHUSETTS/AMHERST
*UNIVERSITY OF NEW HAMPSHIRE
*UNIVERSITY OF RHODE ISLAND
*UNIVERSITY OF VERMONT

*Member of National Association of State Universities & Land-Grant Colleges.

CHIEF EXECUTIVE OFFICER:
SING. UNIT INSTITUTION
CHIEF EXEC. OFFICER

RANK	SALARY
1	255,000 *
2	170,000 *
3	170,000 *
4	160,000 *
5	155,000 *
6	138,600 *
7	138,000 *
8	134,573 *
9	133,000 *
10	125,000 *

AVERAGE "*" 157,937

AVERAGE ALL 157,937

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL
OFFICER

RANK	SALARY
1	163,541 *
2	149,000 *
3	140,000 *
4	132,500 *
5	123,091 *
6	122,445 *
7	119,080 *
8	104,690 *
9	104,000 *
10	103,500 *

AVERAGE "*" 126,185

AVERAGE ALL 126,185

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR
MANAGEMENT & BUDGET

RANK	SALARY
1	125,000 *
2	110,000 *
3	109,585 *
4	91,514 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 109,025

AVERAGE ALL 109,025

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR HUMAN
RESOURCES

RANK	SALARY
1	119,000 *
2	97,046 *
3	62,654 *

AVERAGE "*" 92,900

AVERAGE ALL 92,900

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR
FACILITIES PLANNING

RANK	SALARY
1	101,164 *
2	101,000 *
3	99,751 *
4	95,621 *
5	95,000 *
6	88,795 *
7	83,466 *

AVERAGE "*" 94,971

AVERAGE ALL 94,971

FINANCIAL ADMINISTRATOR:
INTERNAL AUDITOR

RANK	SALARY
1	95,476 *
2	82,203 *
3	69,000 *
4	66,585 *
5	65,050 *
6	62,500 *
7	61,000 *
8	50,820 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 69,079

AVERAGE ALL 69,079

FINANCIAL ADMINISTRATOR:
DIRECTOR OF ACCOUNTING
CONTROLLER

RANK	SALARY
1	112,164 *
2	108,558 *
3	97,222 *
4	96,366 *
5	91,225 *
6	90,440 *
7	84,946 *
8	80,728 *
9	77,000 *
10	73,667 *

AVERAGE "*" 91,232

AVERAGE ALL 91,232

FINANCIAL ADMINISTRATOR:
BUDGET DIRECTOR

RANK	SALARY
1	100,549 *
2	83,800 *
3	80,500 *
4	78,179 *
5	75,305 *
6	73,476 *
7	65,177 *

AVERAGE "*" 79,569

AVERAGE ALL 79,569

FINANCIAL ADMINISTRATOR:
DIRECTOR OF RESEARCH
ACCOUNTING

RANK	SALARY
1	82,433 *
2	76,803 *
3	63,290 *

* = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1996-97

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TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

FINANCIAL ADMINISTRATOR:
DIRECTOR OF RESEARCH ACCOUNTING

(CONTINUED)

AVERAGE "*" 73,989

AVERAGE ALL 73,989

FINANCIAL ADMINISTRATOR:
TREASURER OR BURSAR

RANK	SALARY
1	87,570 *
2	83,342 *
3	80,779 *
4	64,473 *
5	64,485 *
6	61,388 *
7	57,163 *
8	57,000 *
9	53,841 *
10	52,220 *
11	41,142 *

AVERAGE "*" 63,938

AVERAGE ALL 63,938

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PURCHASING

RANK	SALARY
1	97,337 *
2	90,687 *
3	72,540 *
4	68,187 *
5	65,835 *
6	63,325 *
7	61,950 *
8	61,436 *
9	54,250 *
10	49,531 *
11	45,206 *

AVERAGE "*" 66,382

AVERAGE ALL 66,382

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	91,127 *
2	90,687 *
3	88,878 *
4	80,000 *
5	79,667 *
6	79,450 *
7	77,070 *
8	76,910 *
9	74,372 *
10	58,414 *

AVERAGE "*" 79,650

AVERAGE ALL 79,650

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL

RANK	SALARY
1	79,872 *
2	72,694 *
3	70,488 *
4	58,554 *
5	50,590 *
6	43,188 *
7	41,764 *

AVERAGE "*" 59,466

AVERAGE ALL 59,466

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	78,681 *
2	72,981 *
3	70,243 *
4	54,573 *
5	54,588 *

AVERAGE "*" 66,196

AVERAGE ALL 66,196

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	109,695 *
2	90,899 *
3	84,270 *
4	83,902 *
5	83,000 *
6	76,690 *
7	44,621 *

AVERAGE "*" 81,868

AVERAGE ALL 81,868

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	97,607 *
2	97,082 *
3	85,513 *
4	79,786 *
5	70,000 *
6	68,847 *
7	62,500 *
8	61,050 *
9	61,000 *
10	55,419 *
11	52,481 *

AVERAGE "*" 71,935

AVERAGE ALL 71,935

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	86,292 *
2	84,960 *
3	83,475 *
4	79,407 *
5	74,940 *
6	73,468 *
7	66,499 *
8	65,874 *
9	61,305 *

* = NASULGC

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK (CONTINUED)	SALARY
10	55,750 *
11	49,168 *
AVERAGE "*"	71,013
AVERAGE ALL	71,013

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	170,010 *
2	165,000 *
3	147,500 *
4	140,000 *
5	133,880 *
6	129,703 *
7	129,180 *
8	124,580 *
9	115,000 *
10	114,045 *
11	112,227 *
AVERAGE "*"	134,648
AVERAGE ALL	134,648

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	115,170 *
2	93,342 *
3	56,650 *
4	54,000 *
AVERAGE "*"	79,791
AVERAGE ALL	79,791

ACADEMIC ADMINISTRATORS:
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT

RANK	SALARY
1	110,000 *
2	90,074 *
3	87,852 *
4	86,422 *
5	75,835 *
6	75,195 *
AVERAGE "*"	87,563
AVERAGE ALL	87,563

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	120,935 *
2	109,500 *
3	105,000 *
4	95,056 *
5	94,697 *
6	94,151 *
7	93,441 *
8	93,416 *
9	93,289 *
10	91,777 *
11	87,760 *
AVERAGE "*"	98,093
AVERAGE ALL	98,093

ACADEMIC ADMINISTRATORS:
MUSEUM DIRECTOR

RANK	SALARY
1	68,595 *
2	57,304 *
3	49,228 *
4	40,966 *
AVERAGE "*"	54,023
AVERAGE ALL	54,023

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	82,670 *
2	82,291 *
3	80,395 *
4	79,500 *
5	76,300 *
6	74,000 *
7	60,113 *
8	58,130 *
AVERAGE "*"	74,175
AVERAGE ALL	74,175

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	101,000 *
2	90,000 *
3	86,292 *
4	75,333 *
5	73,431 *
6	72,000 *
7	70,931 *
8	70,717 *
9	69,680 *
10	64,465 *
11	53,841 *
AVERAGE "*"	75,245
AVERAGE ALL	75,245

ACADEMIC DEANS:
AGRICULTURE

RANK	SALARY
1	142,000 *
2	132,709 *
3	118,320 *
4	113,639 *

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

ACADEMIC DEANS:
AGRICULTURE

(CONTINUED)

AVERAGE "*" 126,665

AVERAGE ALL 126,665

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	150,000 *
2	128,500 *
3	122,150 *
4	118,560 *
5	97,000 *
6	90,814 *

AVERAGE "*" 117,837

AVERAGE ALL 117,837

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	165,650 *
2	160,000 *
3	150,969 *
4	143,388 *
5	132,681 *
6	125,570 *
7	124,800 *
8	102,038 *
9	102,000 *
10	88,997 *

AVERAGE "*" 129,609

AVERAGE ALL 129,609

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	118,320 *
2	108,497 *
3	101,000 *
4	100,000 *
5	98,515 *
6	89,556 *
7	50,261 *

AVERAGE "*" 95,164

AVERAGE ALL 95,164

ACADEMIC DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	119,453 *
2	113,630 *
3	102,610 *

AVERAGE "*" 111,898

AVERAGE ALL 111,898

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	144,315 *
2	119,000 *
3	112,927 *
4	100,615 *
5	99,400 *
6	98,900 *
7	93,008 *
8	91,705 *

AVERAGE "*" 107,484

AVERAGE ALL 107,484

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	165,165 *
2	161,732 *
3	141,000 *
4	139,681 *
5	133,175 *
6	126,240 *
7	118,742 *
8	118,040 *
9	104,455 *

AVERAGE "*" 134,248

AVERAGE ALL 134,248

ACADEMIC DEANS:
FINE ARTS

RANK	SALARY
1	147,500 *
2	119,157 *
3	107,650 *

AVERAGE "*" 124,769

AVERAGE ALL 124,769

ACADEMIC DEANS:
GRADUATE

RANK	SALARY
1	146,343 *
2	133,000 *
3	112,415 *
4	102,532 *
5	92,700 *
6	91,124 *
7	88,603 *

AVERAGE "*" 109,531

AVERAGE ALL 109,531

ACADEMIC DEANS:
LAW

RANK	SALARY
1	172,237 *
2	147,930 *
3	136,000 *

* = MASULGC

ACADEMIC DEANS:
LAW

(CONTINUED)

AVERAGE "n"	152,056
AVERAGE ALL	152,056

ACADEMIC DEANS:
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	133,576 *
2	130,000 *
3	89,301 *
AVERAGE "n"	117,626
AVERAGE ALL	117,626

ACADEMIC DEANS:
SOCIAL WORK

RANK	SALARY
1	146,022 *
2	122,000 *
3	114,000 *
4	108,000 *
5	91,392 *
AVERAGE "n"	116,283
AVERAGE ALL	116,283

ACADEMIC DEANS:
UNDERGRADUATE STUDIES

RANK	SALARY
1	107,900 *
2	87,056 *
3	85,263 *
AVERAGE "n"	93,406
AVERAGE ALL	93,406

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	178,500 *
2	163,655 *
3	126,000 *
AVERAGE "n"	156,052
AVERAGE ALL	156,052

MEDICAL DEANS:
HEALTH-RELATED PROFESSIONAL

RANK	SALARY
1	128,000 *
2	126,000 *
3	117,000 *
4	109,535 *
5	97,607 *
AVERAGE "n"	115,628
AVERAGE ALL	115,628

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	420,717 *
2	340,000 *
3	227,400 *
4	137,115 *
AVERAGE "n"	281,308
AVERAGE ALL	281,308

MEDICAL DEANS:
NURSING

RANK	SALARY
1	165,000 *
2	126,600 *
3	125,000 *
4	120,984 *
5	117,000 *
6	98,332 *
7	91,493 *
8	82,194 *
AVERAGE "n"	115,825
AVERAGE ALL	115,825

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	139,224 *
2	129,168 *
3	126,000 *
4	105,593 *
AVERAGE "n"	124,996
AVERAGE ALL	124,996

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES OFFICER

RANK	SALARY
1	129,228 *
2	124,000 *
3	120,000 *
4	110,125 *
5	114,915 *
6	109,000 *
7	106,530 *
8	101,355 *
9	99,254 *
10	96,000 *
11	94,869 *
AVERAGE "n"	110,297
AVERAGE ALL	110,297

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	117,600 *
2	82,203 *
3	81,465 *

* = NASULGC

TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK (CONTINUED)	SALARY
4	73,460 *
5	72,000 *
6	69,523 *
7	64,964 *
8	56,020 *
9	55,000 *
10	49,853 *

AVERAGE "*" 72,229

AVERAGE ALL 72,229

STUDENT SERVICES ADMIN.:
DIRECTOR OF DINING SERVICES

RANK	SALARY
1	90,338 *
2	75,057 *
3	73,430 *
4	72,430 *
5	69,735 *

AVERAGE "*" 76,198

AVERAGE ALL 76,198

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	98,119 *
2	79,500 *
3	79,344 *
4	77,249 *
5	76,809 *

AVERAGE "*" 82,204

AVERAGE ALL 82,204

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	112,332 *
2	102,133 *
3	98,724 *
4	95,900 *
5	93,659 *
6	90,124 *
7	83,000 *
8	76,970 *
9	66,950 *
10	46,476 *

AVERAGE "*" 86,627

AVERAGE ALL 86,627

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	71,006 *
2	65,992 *
3	64,340 *
4	59,370 *
5	57,778 *
6	54,366 *
7	50,650 *
8	50,000 *
9	48,569 *
10	46,296 *

AVERAGE "*" 56,837

AVERAGE ALL 56,837

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT UNION

RANK	SALARY
1	69,735 *
2	68,120 *
3	57,646 *
4	55,460 *
5	54,750 *
6	52,838 *
7	50,042 *

RANK SALARY (CONTINUED)

AVERAGE "*" 58,370

AVERAGE ALL 58,370

STUDENT SERVICES ADMIN.:
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
1	90,607 *
2	66,491 *
3	50,000 *
4	46,124 *
5	42,024 *
6	38,840 *

AVERAGE "*" 55,681

AVERAGE ALL 55,681

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK	SALARY
1	84,625 *
2	80,577 *
3	70,233 *
4	69,613 *
5	68,433 *
6	64,743 *
7	64,440 *
8	61,467 *

AVERAGE "*" 70,516

AVERAGE ALL 70,516

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY
1	121,000 *
2	66,841 *
3	62,040 *
4	60,981 *
5	58,913 *
6	57,906 *

* = NASULGC

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1996-97

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK (CONTINUED)	SALARY
7	54,130 *

AVERAGE "*" 68,830

AVERAGE ALL 68,830

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	86,114 *
2	66,148 *
3	57,721 *
4	56,650 *
5	51,233 *
6	46,725 *
7	44,951 *

AVERAGE "*" 58,506

AVERAGE ALL 58,506

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	68,120 *
2	62,511 *
3	53,354 *
4	52,842 *
5	52,200 *
6	51,200 *
7	50,042 *

AVERAGE "*" 55,753

AVERAGE ALL 55,753

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	110,000 *
2	98,000 *
3	79,387 *
4	78,505 *
5	76,773 *
6	70,387 *
7	69,005 *
8	57,310 *

AVERAGE "*" 79,921

AVERAGE ALL 79,921

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	86,500 *
2	77,820 *
3	77,811 *
4	68,993 *
5	68,596 *
6	67,610 *
7	66,740 *
8	61,700 *
9	57,626 *
10	55,011 *
11	54,014 *

AVERAGE "*" 67,493

AVERAGE ALL 67,493

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	158,122 *
2	142,160 *
3	120,000 *
4	111,092 *
5	108,809 *
6	108,700 *
7	108,570 *

AVERAGE "*" 122,493

AVERAGE ALL 122,493

DEVELOPMENT ADMINISTRATORS:
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	158,122 *
2	150,520 *
3	128,500 *
4	111,570 *
5	111,000 *
6	94,848 *

AVERAGE "*" 125,760

AVERAGE ALL 125,760

DEVELOPMENT ADMINISTRATORS:
CHIEF PUBLIC RELATIONS OFFICER

RANK	SALARY
1	106,100 *
2	101,750 *
3	92,000 *
4	90,300 *
5	85,774 *
6	76,874 *
7	76,390 *

AVERAGE "*" 89,884

AVERAGE ALL 89,884

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	64,429 *
2	61,853 *
3	52,047 *

AVERAGE "*" 59,443

AVERAGE ALL 59,443

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	83,000 *

* = NASULGC

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TABLE II (CONTINUED)
NEW YORK AND BOSTON REGION

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK (CONTINUED)	SALARY
2	73,200 *
3	72,113 *
4	52,760 *
5	47,148 *

AVERAGE "*" 65,644

AVERAGE ALL 65,644

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	96,000 *
2	77,322 *
3	66,630 *
4	59,490 *

AVERAGE "*" 74,861

AVERAGE ALL 74,861

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	109,500 *
2	93,852 *
3	83,697 *
4	77,190 *
5	76,622 *
6	76,529 *
7	60,000 *
8	57,200 *
9	54,875 *

AVERAGE "*" 76,607

AVERAGE ALL 76,607

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	94,443 *
2	92,000 *
3	90,000 *
4	88,430 *

AVERAGE "*" 91,218

AVERAGE ALL 91,218

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	128,328 *
2	107,000 *
3	96,729 *
4	94,240 *
5	84,834 *
6	82,160 *
7	70,775 *

AVERAGE "*" 94,752

AVERAGE ALL 94,752

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	89,810 *
2	68,492 *
3	56,960 *

AVERAGE "*" 71,754

AVERAGE ALL 71,754

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	148,150 *
2	146,343 *
3	134,274 *
4	127,500 *
5	112,415 *
6	108,750 *
7	99,420 *

AVERAGE "*" 125,265

AVERAGE ALL 125,265

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	95,400 *
2	83,718 *
3	81,812 *
4	76,864 *
5	73,220 *
6	70,443 *
7	66,790 *
8	63,730 *

AVERAGE "*" 76,497

AVERAGE ALL 76,497

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	115,612 *
2	113,630 *
3	106,321 *
4	105,708 *
5	102,770 *
6	90,000 *

AVERAGE "*" 105,674

AVERAGE ALL 105,674

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	122,669 *
2	92,000 *
3	77,000 *

* = NASULGC

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK (CONTINUED)	SALARY
4	75,769 *
5	74,480 *
6	74,375 *
7	69,457 *
8	48,552 *

AVERAGE "*" 79,288

AVERAGE ALL 79,288

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	115,025 *
2	106,100 *
3	80,589 *
4	78,243 *
5	75,000 *
6	59,999 *

AVERAGE "*" 85,826

AVERAGE ALL 85,826

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	120,489 *
2	89,995 *
3	76,779 *
4	75,680 *
5	72,470 *
6	64,311 *
7	60,271 *
8	58,500 *
9	50,000 *
10	41,970 *

AVERAGE "*" 71,047

AVERAGE ALL 71,047

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	120,000 *
2	96,720 *
3	76,881 *
4	67,275 *
5	40,000 *

AVERAGE "*" 80,159

AVERAGE ALL 80,159

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, West Virginia, and the District of Columbia. The Universities participating from this region are:

*TEMPLE UNIVERSITY
*UNIVERSITY OF DELAWARE
UNIVERSITY OF MARYLAND AT BALTIMORE
*UNIVERSITY OF MARYLAND, COLLEGE PARK
*UNIVERSITY OF VIRGINIA
*VIRGINIA COMMONWEALTH UNIVERSITY
*VIRGINIA POLYTECHNIC INST. & STATE UNIVERSITY
*WEST VIRGINIA UNIVERSITY

*Member of National Association of State Universities & Land-Grant Colleges.

CHIEF EXECUTIVE OFFICER:
SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	280,000 *
2	236,000
3	233,000 *
4	190,844 *
5	180,000 *
6	167,942 *
7	167,940 *
8	164,004 *
AVERAGE "*"	197,676
AVERAGE ALL	202,466

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL OFFICER

RANK	SALARY
1	(190,000)*
2	167,000 *
3	163,200 *
4	140,006 *
5	140,000 *
6	132,000 *
7	114,129 *
8	100,799
AVERAGE "*"	149,476
AVERAGE ALL	143,392

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR MANAGEMENT & BUDGET

RANK	SALARY
1	183,000 *
2	138,000 *
3	129,700 *
4	97,900 *
AVERAGE "*"	137,150
AVERAGE ALL	137,150

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	147,499
2	134,000 *
3	120,000 *
4	96,102 *
5	(92,100)*
6	84,000 *
AVERAGE "*"	105,240
AVERAGE ALL	112,284

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR HUMAN RESOURCES

RANK	SALARY
1	151,000 *
2	135,000 *
3	(101,200)*
4	101,100
5	82,200 *
6	82,000 *
7	73,258 *
AVERAGE "*"	104,110
AVERAGE ALL	103,680

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR FACILITIES PLANNING

RANK	SALARY
1	113,000 *
2	108,000 *
3	106,980 *
4	103,999
5	80,049 *
AVERAGE "*"	102,007
AVERAGE ALL	102,406

FINANCIAL ADMINISTRATOR:
INTERNAL AUDITOR

RANK	SALARY
1	91,900 *
2	85,975 *
3	82,700 *
4	70,100 *
5	68,000 *
6	56,083 *
AVERAGE "*"	75,793
AVERAGE ALL	75,793

FINANCIAL ADMINISTRATOR:
DIRECTOR OF ACCOUNTING CONTROLLER

RANK	SALARY
1	123,600 *
2	91,600 *
3	87,100
4	71,159 *
5	69,420 *
6	68,200 *
7	52,280 *
AVERAGE "*"	79,377
AVERAGE ALL	80,480

FINANCIAL ADMINISTRATOR:
BUDGET DIRECTOR

RANK	SALARY
1	104,500 *
2	87,300 *
3	85,000 *
4	83,500 *
5	77,550
6	68,300 *
7	64,417 *
AVERAGE "*"	82,170
AVERAGE ALL	81,510

TABLE II (CONTINUED)
PHILADELPHIA REGION

FINANCIAL ADMINISTRATOR:
DIRECTOR OF RESEARCH ACCOUNTING

RANK	SALARY
1	71,159 *
2	55,892 *
3	51,500 *
4	46,700 *
AVERAGE "*"	56,313
AVERAGE ALL	56,313

FINANCIAL ADMINISTRATOR:
TREASURER OR BURSAR

RANK	SALARY
1	75,000 *
2	73,000 *
3	66,828 *
4	61,300 *
5	59,500 *
AVERAGE "*"	67,126
AVERAGE ALL	67,126

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PURCHASING

RANK	SALARY
1	86,206 *
2	79,300 *
3	78,400
4	77,225 *
5	71,300 *
6	63,000 *
7	62,613 *
8	62,000 *
AVERAGE "*"	71,663
AVERAGE ALL	72,506

FINANCIAL ADMINISTRATOR:
DIRECTOR OF BENEFITS

RANK	SALARY
1	66,300 *
2	65,525 *
3	58,000 *
4	57,200 *
5	55,925 *
AVERAGE "*"	60,590
AVERAGE ALL	60,590

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	90,082 *
2	89,735 *
3	77,500 *
AVERAGE "*"	85,772
AVERAGE ALL	85,772

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL

RANK	SALARY
1	73,780 *
2	61,800 *
3	54,555 *
4	54,555 *
5	43,747 *
AVERAGE "*"	57,687
AVERAGE ALL	57,687

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	(93,500)*
2	81,224 *
3	69,600 *
4	66,919 *
5	48,765 *
AVERAGE "*"	72,002
AVERAGE ALL	72,002

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	95,500 *
2	88,500 *
3	82,000 *
AVERAGE "*"	88,667
AVERAGE ALL	88,667

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	110,000 *
2	89,000 *
3	85,929
4	82,020 *
5	79,600 *
6	69,800 *
7	57,202 *
AVERAGE "*"	81,270
AVERAGE ALL	81,936

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	87,400 *
2	85,350 *
3	77,600
4	68,225 *
5	53,748 *
AVERAGE "*"	73,681
AVERAGE ALL	74,465

* = NASULGC

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ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	230,200 *
2	181,000 *
3	162,500 *
4	(160,000)*
5	150,000 *
6	149,999
7	148,502 *
8	138,009 *

AVERAGE "*" 167,173

AVERAGE ALL 165,026

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION
ADMINISTRATOR

RANK	SALARY
1	114,515 *
2	112,240 *
3	102,510 *
4	64,100 *
5	55,000 *

AVERAGE "*" 89,673

AVERAGE ALL 89,673

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	117,650 *
2	117,500 *
3	112,500 *
4	102,000 *
5	99,500 *
6	99,031
7	93,000 *
8	81,960 *

AVERAGE "*" 103,444

AVERAGE ALL 102,893

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	111,140 *
2	90,000 *
3	85,000 *
4	73,133 *
5	66,428
6	65,400 *
7	60,810 *

AVERAGE "*" 80,914

AVERAGE ALL 78,844

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	91,000 *
2	77,425 *
3	76,500 *
4	73,500 *
5	69,200 *
6	67,318
7	45,744 *
8	42,010 *

AVERAGE "*" 67,911

AVERAGE ALL 67,837

ACADEMIC DEANS:
AGRICULTURE

RANK	SALARY
1	139,000 *
2	138,500 *
3	130,900 *
4	101,500 *

AVERAGE "*" 127,475

AVERAGE ALL 127,475

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	145,000 *
2	142,000 *
3	140,000 *
4	138,200 *
5	135,000 *

AVERAGE "*" 140,040

AVERAGE ALL 140,040

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	175,000 *
2	162,180 *
3	162,180 *
4	162,000 *
5	156,200 *
6	145,000 *
7	125,661 *

AVERAGE "*" 155,460

AVERAGE ALL 155,460

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	160,000 *
2	128,750 *
3	107,000 *
4	101,411 *

AVERAGE "*" 124,290

AVERAGE ALL 124,290

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	145,500 *

* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGION

ACADEMIC DEANS:
EDUCATION

RANK (CONTINUED)	SALARY
2	125,000 *
3	121,000 *
4	104,300 *
5	92,394 *
6	92,000 *
AVERAGE "*"	113,366
AVERAGE ALL	113,366

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	166,000 *
2	155,000 *
3	154,000 *
4	152,300 *
5	143,000 *
6	136,500 *
7	126,607 *
AVERAGE "*"	147,630
AVERAGE ALL	147,630

ACADEMIC DEANS:
FINE ARTS

RANK	SALARY
1	135,000 *
2	115,000 *
3	88,149 *
AVERAGE "*"	112,716
AVERAGE ALL	112,716

ACADEMIC DEANS:
GRADUATE

RANK	SALARY
1	142,500 *
2	105,000 *
3	100,000 *
4	99,500 *
AVERAGE "*"	111,750
AVERAGE ALL	111,750

ACADEMIC DEANS:
HEALTH/PHYSICAL EDUCATION/RECREATION

RANK	SALARY
1	108,000 *
2	107,500 *
3	83,600 *
4	81,714 *
AVERAGE "*"	95,204
AVERAGE ALL	95,204

ACADEMIC DEANS:
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	125,855 *
2	90,371 *
3	72,000 *
AVERAGE "*"	96,075
AVERAGE ALL	96,075

ACADEMIC DEANS:
LAW

RANK	SALARY
1	222,810 *
2	220,000 *
3	167,000
4	118,304 *
AVERAGE "*"	187,038
AVERAGE ALL	182,029

ACADEMIC DEANS:
SOCIAL WORK

RANK	SALARY
1	128,500
2	110,000 *
3	106,100 *
4	86,387 *
AVERAGE "*"	100,829
AVERAGE ALL	107,747

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	194,000
2	154,000 *
3	130,110 *
4	99,300 *
AVERAGE "*"	127,803
AVERAGE ALL	144,353

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	405,200
2	275,000 *
3	254,658 *
4	216,700 *
5	83,148 *
AVERAGE "*"	207,377
AVERAGE ALL	246,941

MEDICAL DEANS:
NURSING

RANK	SALARY
1	136,000
2	136,000 *
3	108,907 *
4	107,052 *

* = NASULGC

MEDICAL DEANS:
NURSING

RANK (CONTINUED)	SALARY
5	106,513 *
AVERAGE "*"	114,618
AVERAGE ALL	118,894

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	167,000 *
2	156,000
3	125,500 *
4	120,000 *
AVERAGE "*"	137,500
AVERAGE ALL	142,125

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES OFFICER

RANK	SALARY
1	135,000 *
2	120,000 *
3	119,000 *
4	116,300 *
5	110,500 *
6	95,400 *
AVERAGE "*"	116,033
AVERAGE ALL	116,033

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	(84,455)*
2	84,200 *
3	70,029 *
4	65,262 *
5	62,400 *
6	58,200 *
7	47,730 *
AVERAGE "*"	67,468
AVERAGE ALL	67,468

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	100,000 *
2	91,669 *
3	89,571 *
4	78,500 *
5	77,293 *
6	75,500 *
AVERAGE "*"	85,422
AVERAGE ALL	85,422

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	156,900 *
2	126,900 *
3	122,916 *
4	115,299 *
5	106,173 *
6	99,173
7	82,400 *
AVERAGE "*"	118,431
AVERAGE ALL	115,680

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	81,400 *
2	79,554 *
3	74,822 *
4	63,545 *
5	58,620 *
6	53,367 *
7	47,000 *
AVERAGE "*"	65,473
AVERAGE ALL	65,473

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT UNION

RANK	SALARY
1	83,356 *
2	66,131 *
3	62,000 *
4	61,347 *
5	45,000 *
AVERAGE "*"	63,567
AVERAGE ALL	63,567

STUDENT SERVICES ADMIN.:
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
1	75,835 *
2	72,400 *
3	66,700 *
4	54,900 *
AVERAGE "*"	67,459
AVERAGE ALL	67,459

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK	SALARY
1	(86,900)*
2	85,786 *
3	77,226 *
4	73,200 *
5	73,184 *
6	68,788 *
7	57,500 *

TABLE II (CONTINUED)
PHILADELPHIA REGION

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

(CONTINUED)

AVERAGE "*" 74,655

AVERAGE ALL 74,655

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY
1	75,241 *
2	64,400 *
3	58,098 *
4	56,000 *
5	45,226 *
6	43,199 *

AVERAGE "*" 57,027

AVERAGE ALL 57,027

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	72,932 *
2	65,500 *
3	43,500 *
4	40,488 *
5	39,694 *

AVERAGE "*" 52,423

AVERAGE ALL 52,423

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	(79,091)*
2	53,000 *
3	52,426 *
4	45,000 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 57,379

AVERAGE ALL 57,379

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	90,000 *
2	79,800 *
3	77,800 *
4	65,000 *
5	52,305 *

AVERAGE "*" 72,981

AVERAGE ALL 72,981

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	76,676 *
2	72,400 *
3	70,820 *
4	68,650 *
5	61,368 *
6	55,686

AVERAGE "*" 69,983

AVERAGE ALL 67,600

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	170,000 *
2	130,650 *
3	120,000 *
4	90,759 *

AVERAGE "*" 127,852

AVERAGE ALL 127,852

DEVELOPMENT ADMINISTRATORS:
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	170,000 *
2	165,000 *
3	146,000 *
4	81,279 *

AVERAGE "*" 140,570

AVERAGE ALL 140,570

DEVELOPMENT ADMINISTRATORS:
CHIEF PUBLIC RELATIONS OFFICER

RANK	SALARY
1	100,550 *
2	67,400 *
3	62,500 *

AVERAGE "*" 76,817

AVERAGE ALL 76,817

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	70,300 *
2	50,000 *
3	33,421 *

AVERAGE "*" 51,240

AVERAGE ALL 51,240

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	85,500 *
2	84,000 *
3	73,600 *
4	59,000 *

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DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS
(CONTINUED)

AVERAGE "*" 75,525

AVERAGE ALL 75,525

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	94,500 *
2	84,000 *
3	81,542
4	70,000 *
5	66,859 *
6	59,521 *
7	59,000 *

AVERAGE "*" 72,313

AVERAGE ALL 73,632

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	155,000 *
2	145,100 *
3	133,100 *
4	133,000 *
5	132,000 *

AVERAGE "*" 139,640

AVERAGE ALL 139,640

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ACADEMIC COMPUTING SERVICES

RANK	SALARY
1	96,151 *
2	81,400 *
3	78,800 *
4	74,508 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 82,715

AVERAGE ALL 82,715

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	102,145 *
2	100,000 *
3	85,800 *
4	73,124 *

AVERAGE "*" 90,267

AVERAGE ALL 90,267

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	145,000 *
2	143,500 *
3	142,500 *
4	133,900 *
5	(125,950)*
6	108,314 *

AVERAGE "*" 133,194

AVERAGE ALL 133,194

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	110,740 *
2	99,800
3	82,814 *
4	80,000 *
5	75,100 *
6	70,000 *

RANK SALARY
(CONTINUED)

AVERAGE "*" 83,731

AVERAGE ALL 86,409

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	80,000 *
2	76,000 *
3	73,699
4	73,400 *
5	70,200 *
6	66,975 *
7	64,983 *
8	64,306 *

AVERAGE "*" 70,838

AVERAGE ALL 71,195

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	177,000 *
2	100,962 *
3	96,000
4	92,500 *
5	88,400 *
6	84,910 *

AVERAGE "*" 108,754

AVERAGE ALL 106,629

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	146,999
2	121,000 *
3	114,000 *
4	87,700 *
5	86,063 *
6	75,000 *

* = NASULGC

TABLE II (CONTINUED)
PHILADELPHIA REGION

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/
GOVERNMENTAL RELATIONS

RANK (CONTINUED)	SALARY
7	53,000 *
AVERAGE "*"	89,461
AVERAGE ALL	97,680

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* = NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES REPRESENTING FORTY-FIVE STATES BY EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO AND SEATTLE REGION-

The San Francisco and Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, and Washington, as well as the territories of Guam and Samoa. The Universities participating from this region are:

*ARIZONA STATE UNIVERSITY
NORTHERN ARIZONA
*OREGON STATE UNIVERSITY
*THE UNIVERSITY OF ARIZONA
*UNIVERSITY OF CALIFORNIA, SANTA BARBARA
*UNIVERSITY OF IDAHO
*UNIVERSITY OF NEVADA, RENO
*UNIVERSITY OF OREGON
*WASHINGTON STATE UNIVERSITY

*Member of National Association of State Universities & Land-Grant Colleges.

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

CHIEF EXECUTIVE OFFICER:
SING. UNIT INSTITUTION CHIEF EXEC. OFFICER

RANK	SALARY
1	183,260 *
2	181,100 *
3	165,279 *
4	137,009 *
5	130,000 *
6	120,018 *
7	116,964 *
AVERAGE "*"	147,661
AVERAGE ALL	147,661

FINANCIAL ADMINISTRATOR:
CHIEF FINANCIAL OFFICER

RANK	SALARY
1	131,808 *
2	124,709 *
3	113,420 *
4	104,650 *
5	103,800 *
6	99,493 *
7	94,000 *
AVERAGE "*"	110,269
AVERAGE ALL	110,269

FINANCIAL ADMINISTRATOR:
ASSOC. VP FOR BUSINESS AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	131,700 *
2	103,960 *
3	86,200 *
4	75,105 *
AVERAGE "*"	99,241
AVERAGE ALL	99,241

FINANCIAL ADMINISTRATOR:
INTERNAL AUDITOR

RANK	SALARY
1	83,364 *
2	58,308 *
3	58,109 *
4	55,000 *
5	54,000 *
6	53,742 *
7	52,500 *
AVERAGE "*"	59,289
AVERAGE ALL	59,289

FINANCIAL ADMINISTRATOR:
DIRECTOR OF ACCOUNTING CONTROLLER

RANK	SALARY
1	109,741 *
2	93,000 *
3	90,739 *
4	86,900 *
5	73,644 *
6	73,000 *
7	69,000 *
AVERAGE "*"	85,146
AVERAGE ALL	85,146

FINANCIAL ADMINISTRATOR:
BUDGET DIRECTOR

RANK	SALARY
1	101,838 *
2	95,033 *
3	91,200 *
4	81,002 *
5	78,672 *
6	75,273 *
7	69,269 *
8	62,553 *
9	61,742 *

RANK SALARY (CONTINUED)

AVERAGE "*"	79,620
AVERAGE ALL	79,620

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PURCHASING

RANK	SALARY
1	84,600 *
2	77,368 *
3	75,000 *
4	64,652 *
5	63,036 *
6	52,004 *
AVERAGE "*"	69,443
AVERAGE ALL	69,443

FINANCIAL ADMINISTRATOR:
DIRECTOR OF BENEFITS

RANK	SALARY
1	53,609 *
2	42,432 *
3	42,408 *
AVERAGE "*"	46,150
AVERAGE ALL	46,150

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	83,000 *
2	75,000 *
3	70,000 *
4	69,840 *
5	68,000 *
6	65,260 *
7	60,000 *
8	51,302 *

* = NASULGC

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PERSONNEL

(CONTINUED)

RANK	SALARY
3	76,836 *
4	75,064 *
5	72,500 *
6	72,450 *
AVERAGE "*"	77,400
AVERAGE ALL	77,400

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PAYROLL

RANK	SALARY
1	57,200 *
2	56,300 *
3	56,152 *
4	53,612 *
5	52,864 *
6	48,000 *
7	38,472 *
8	22,268 *
AVERAGE "*"	48,109
AVERAGE ALL	48,109

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	79,300 *
2	66,477 *
3	63,364 *
4	60,500 *
5	60,100 *
6	57,000 *
7	51,031 *
8	39,720 *
AVERAGE "*"	59,687
AVERAGE ALL	59,687

FINANCIAL ADMINISTRATOR:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	83,066 *
2	74,100 *
3	66,164 *
4	63,355 *
5	61,742 *
6	55,344 *
7	54,155 *
AVERAGE "*"	65,418
AVERAGE ALL	65,418

FINANCIAL ADMINISTRATOR:
DIRECTOR OF HEALTH & ENVIRONMENTAL SAFETY

RANK	SALARY
1	90,640 *
2	83,494 *
3	67,844 *
4	62,100 *
5	60,000 *
6	54,648 *
7	44,508 *
AVERAGE "*"	66,176
AVERAGE ALL	66,176

FINANCIAL ADMINISTRATOR:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	86,400 *
2	81,151 *
3	143,900 *
4	115,000 *
5	111,708 *
6	106,000 *
7	102,521 *
AVERAGE "*"	127,341
AVERAGE ALL	127,341

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	162,570 *
2	149,690 *

ACADEMIC ADMINISTRATORS:
INTERNATIONAL EDUCATION ADMINISTRATOR

RANK	SALARY
1	112,327 *
2	95,062 *
3	90,600 *
4	90,168 *
5	79,500 *
AVERAGE "*"	93,531
AVERAGE ALL	93,531

ACADEMIC ADMINISTRATORS:
DEAN/DIRECTOR OF ENROLLMENT MANAGEMENT

RANK	SALARY
1	94,037 *
2	87,834 *
3	84,460 *
4	80,012 *
AVERAGE "*"	86,586
AVERAGE ALL	86,586

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	112,600 *
2	105,442 *
3	105,000 *
4	92,024 *
5	92,000 *
6	90,384 *
7	77,774 *

* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

ACADEMIC ADMINISTRATORS:
DIRECTOR OF LIBRARIES

RANK (CONTINUED)	SALARY
8	75,961 *
AVERAGE "*"	93,898
AVERAGE ALL	93,898

ACADEMIC ADMINISTRATORS:
MUSEUM DIRECTOR

RANK	SALARY
1	103,953 *
2	77,392 *
3	62,000 *
AVERAGE "*"	81,115
AVERAGE ALL	81,115

ACADEMIC ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	84,867 *
2	71,200 *
3	69,269 *
4	66,941 *
5	63,853 *
6	58,893 *
7	58,476 *
AVERAGE "*"	67,643
AVERAGE ALL	67,643

ACADEMIC ADMINISTRATORS:
REGISTRAR

RANK	SALARY
1	74,100 *
2	72,306 *
3	69,634 *
4	69,024 *
5	65,271 *
6	65,000 *
7	63,349 *
AVERAGE "*"	68,383
AVERAGE ALL	68,383

ACADEMIC DEANS:
AGRICULTURE

RANK	SALARY
1	144,207 *
2	117,288 *
3	113,712 *
4	105,653 *
AVERAGE "*"	120,215
AVERAGE ALL	120,215

ACADEMIC DEANS:
ARCHITECURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	117,000 *
2	106,947 *
3	96,305 *
4	88,928 *
AVERAGE "*"	102,295
AVERAGE ALL	102,295

ACADEMIC DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	125,000 *
2	124,800 *
3	107,387 *
4	94,712 *
5	82,500 *
AVERAGE "*"	106,880
AVERAGE ALL	106,880

ACADEMIC DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	136,000 *
2	120,096 *
3	117,606 *
4	108,150 *
5	106,092 *
6	93,814 *
AVERAGE "*"	113,626
AVERAGE ALL	113,626

ACADEMIC DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	112,801 *
2	104,484 *
3	100,000 *
4	66,299 *
5	65,601 *
AVERAGE "*"	89,837
AVERAGE ALL	89,837

ACADEMIC DEANS:
EDUCATION

RANK	SALARY
1	131,850 *
2	120,500 *
3	110,749 *
4	110,313 *
5	110,100 *
6	86,804 *
7	86,151 *
AVERAGE "*"	108,067
AVERAGE ALL	108,067

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* = NASULGC

ACADEMIC DEANS:
ENGINEERING

RANK	SALARY
1	141,800 *
2	140,382 *
3	130,000 *
4	125,145 *
5	119,016 *
6	118,080 *
7	107,678 *
8	96,380 *
AVERAGE "*"	122,310
AVERAGE ALL	122,310

ACADEMIC DEANS:
FORESTRY

RANK	SALARY
1	102,804 *
2	88,093 *
3	83,120 *
AVERAGE "*"	91,339
AVERAGE ALL	91,339

ACADEMIC DEANS:
GRADUATE

RANK	SALARY
1	126,634 *
2	110,749 *
3	100,000 *
4	87,720 *
AVERAGE "*"	106,276
AVERAGE ALL	106,276

ACADEMIC DEANS:
LAW

RANK	SALARY
1	158,500 *
2	137,000 *
3	113,300 *
4	104,045 *
AVERAGE "*"	128,211
AVERAGE ALL	128,211

ACADEMIC DEANS:
SCIENCE

RANK	SALARY
1	126,986 *
2	110,748 *
3	104,088 *
AVERAGE "*"	113,941
AVERAGE ALL	113,941

MEDICAL DEANS:
NURSING

RANK	SALARY
1	120,500 *
2	105,134 *
3	95,876 *
AVERAGE "*"	107,170
AVERAGE ALL	107,170

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	135,893 *
2	120,856 *
3	106,704 *
AVERAGE "*"	121,151
AVERAGE ALL	121,151

STUDENT SERVICES ADMIN.:
CHIEF STUDENT SERVICES OFFICER

RANK	SALARY
1	121,500 *
2	117,797 *
3	113,695 *
4	110,000 *
5	95,004 *
6	92,000 *
7	87,070 *
AVERAGE "*"	105,295
AVERAGE ALL	105,295

STUDENT SERVICES ADMIN.:
DIRECTOR OF HOUSING

RANK	SALARY
1	95,981 *
2	78,042 *
3	63,777 *
4	63,000 *
5	61,560 *
6	60,500 *
7	54,500 *
8	54,100 *
9	48,662 *
AVERAGE "*"	64,458
AVERAGE ALL	64,458

STUDENT SERVICES ADMIN.:
DIRECTOR OF DINING SERVICES

RANK	SALARY
1	86,700 *
2	55,191 *
3	44,640 *
AVERAGE "*"	62,177
AVERAGE ALL	62,177

* = NASULGC

TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

STUDENT SERVICES ADMIN.:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	85,800 *
2	80,000 *
3	71,021 *
4	63,600 *
5	57,112 *
6	42,276 *
AVERAGE "*"	66,635
AVERAGE ALL	66,635

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	128,123 *
2	98,400 *
3	95,059 *
4	90,349 *
5	88,542 *
6	86,088 *
7	81,508 *
8	78,000 *
9	49,500 *
AVERAGE "*"	88,397
AVERAGE ALL	88,397

STUDENT SERVICES ADMIN.:
DIRECTOR OF CAREER SERVICES

RANK	SALARY
1	89,259 *
2	74,000 *
3	64,260 *
4	59,355 *
5	59,070 *
6	57,577 *
7	53,000 *
8	52,266 *

RANK SALARY (CONTINUED)

AVERAGE "*"	63,598
AVERAGE ALL	63,598

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT UNION

RANK	SALARY
1	71,500 *
2	70,576 *
3	61,096 *
4	60,805 *
5	59,550 *
6	58,944 *
7	54,720 *
AVERAGE "*"	62,456
AVERAGE ALL	62,456

STUDENT SERVICES ADMIN.:
DIRECTOR OF MINORITY/ MULTICULTURAL AFFAIRS

RANK	SALARY
1	78,275 *
2	60,972 *
3	60,048 *
4	49,102 *
5	49,065 *
AVERAGE "*"	59,492
AVERAGE ALL	59,492

STUDENT SERVICES ADMIN.:
DIRECTOR OF COUNSELING

RANK	SALARY
1	73,000 *
2	67,000 *
3	66,023 *
4	60,792 *
5	57,346 *

RANK SALARY (CONTINUED)

AVERAGE "*"	64,832
AVERAGE ALL	64,832

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTRAMURAL & RECREATIONAL SPORTS

RANK	SALARY
1	77,641 *
2	60,779 *
3	54,180 *
4	48,678 *
5	44,340 *
6	35,150 *
AVERAGE "*"	53,461
AVERAGE ALL	53,461

STUDENT SERVICES ADMIN.:
DIRECTOR OF INTERNATIONAL STUDENT SERVICES

RANK	SALARY
1	57,720 *
2	46,890 *
3	38,628 *
AVERAGE "*"	47,746
AVERAGE ALL	47,746

STUDENT SERVICES ADMIN.:
DIRECTOR OF STUDENT ACTIVITIES

RANK	SALARY
1	62,218 *
2	49,069 *
3	46,818 *
4	35,908 *
AVERAGE "*"	48,503
AVERAGE ALL	48,503

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* = NASULGC

STUDENT SERVICES ADMIN.:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	89,136 *
2	71,848 *
3	70,000 *
4	67,500 *
5	62,688 *
6	60,000 *
7	59,668 *
AVERAGE "*"	68,691
AVERAGE ALL	68,691

STUDENT SERVICES ADMIN.:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	77,430 *
2	75,793 *
3	71,848 *
4	70,000 *
5	68,395 *
6	67,750 *
7	66,280 *
8	57,727 *
9	54,600 *
AVERAGE "*"	67,758
AVERAGE ALL	67,758

DEVELOPMENT ADMINISTRATORS:
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	120,000 *
2	117,797 *
3	115,000 *
4	(103,000)*
5	96,500 *
6	87,070 *
7	82,493 *

RANK (CONTINUED)	SALARY
AVERAGE "*"	103,123
AVERAGE ALL	103,123

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	84,180 *
2	66,912 *
3	66,699 *
4	45,011 *
AVERAGE "*"	65,701
AVERAGE ALL	65,701

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	99,482 *
2	95,000 *
3	61,200 *
4	47,084 *
AVERAGE "*"	75,692
AVERAGE ALL	75,692

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	121,917 *
2	105,000 *
3	78,446 *
4	74,450 *
AVERAGE "*"	94,953
AVERAGE ALL	94,953

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	95,794 *
2	87,550 *
3	83,588 *
4	71,429 *
5	69,084 *
6	67,263 *
7	66,765 *
8	64,248 *
9	52,218 *
AVERAGE "*"	73,104
AVERAGE ALL	73,104

INFO MANAGEMENT ADMINISTRATOR:
CHIEF OF INFORMATION MANAGEMENT

RANK	SALARY
1	118,000 *
2	109,695 *
3	100,926 *
4	97,860 *
5	95,300 *
6	90,342 *
7	70,000 *
AVERAGE "*"	97,446
AVERAGE ALL	97,446

INFO MANAGEMENT ADMINISTRATOR:
DIRECTOR OF ADMINISTRATIVE COMPUTING SERVICES

RANK	SALARY
1	80,000 *
2	60,489 *
3	54,996 *
AVERAGE "*"	65,162
AVERAGE ALL	65,162

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TABLE II (CONTINUED)
SAN FRANCISCO/SEATTLE REGION

RESEARCH ADMINISTRATORS:
CHIEF RESEARCH OFFICER

RANK	SALARY
1	150,000 *
2	126,634 *
3	125,000 *
4	115,199 *
5	108,868 *
6	104,724 *
7	97,850 *
AVERAGE "*"	118,325
AVERAGE ALL	118,325

RESEARCH ADMINISTRATORS:
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	95,195 *
2	90,396 *
3	67,442 *
4	65,436 *
5	60,147 *
6	58,000 *
AVERAGE "*"	72,769
AVERAGE ALL	72,769

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF COOPERATIVE EXTENSION

RANK	SALARY
1	111,151 *
2	104,484 *
3	98,744 *
AVERAGE "*"	102,126
AVERAGE ALL	102,126

AGRICULTURAL ADMINSTRATORS:
DIRECTOR OF AGRICULTURAL EXPERIMENT STATION

RANK	SALARY
1	113,712 *
2	106,021 *
3	85,504 *
AVERAGE "*"	101,746
AVERAGE ALL	101,746

OTHER ADMINISTRATORS:
ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	92,231 *
2	87,563 *
3	73,903 *
4	71,933 *
5	70,287 *
6	52,536 *
7	48,400 *
AVERAGE "*"	70,979
AVERAGE ALL	70,979

OTHER ADMINISTRATORS:
DIRECTOR OF AFFIRMATIVE ACTIONS

RANK	SALARY
1	85,079 *
2	81,358 *
3	77,500 *
4	68,500 *
5	65,500 *
6	64,864 *
7	59,304 *
8	55,729 *
9	45,475 *
AVERAGE "*"	67,034
AVERAGE ALL	67,034

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	114,900 *
2	110,282 *
3	110,219 *
4	101,273 *
5	82,404 *
6	70,324 *
AVERAGE "*"	98,234
AVERAGE ALL	98,234

OTHER ADMINISTRATORS:
HEAD OF LEGISLATIVE/ GOVERNMENTAL RELATIONS

RANK	SALARY
1	91,087 *
2	73,653 *
3	71,974 *
4	67,000 *
5	59,992 *
6	51,516 *
7	41,000 *
AVERAGE "*"	65,175
AVERAGE ALL	65,175

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* = NASULGC

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-SEVEN SYSTEMS IN TWENTY-ONE STATES

This table summarizes the data for twenty-seven university systems in twenty-one states. For making this report possible, the University of Arkansas wishes to thank the following universities.

COLORADO STATE UNIVERSITY SYSTEM
LOUISIANA STATE UNIVERSITY SYSTEM
MINNESOTA STATE COLLEGES & UNIVERSITIES
NORTH DAKOTA UNIVERSITY SYSTEM OFFICE
OREGON STATE SYSTEM OF HIGHER EDUCATION
RUTGERS - THE STATE UNIVERSITY
SOUTHERN ILLINOIS UNIVERSITY
STATE UNIVERSITY SYSTEM OF FLORIDA
THE CALIFORNIA STATE UNIVERSITY SYSTEM
THE TEXAS A&M UNIVERSITY SYSTEM
THE UNIVERSITY OF TEXAS SYSTEM
UNIV. & COMMUNITY COLLEGE SYSTEM OF NEVADA
UNIV. OF CALIFORNIA OFFICE OF THE PRESIDENT
UNIV. OF ILLINOIS - UNIVERSITY ADMINISTRATION
UNIV. OF NORTH CAROLINA GENERAL ADMINISTRATION
UNIVERSITY OF ARKANSAS SYSTEM
UNIVERSITY OF COLORADO SYSTEM OFFICE
UNIVERSITY OF HOUSTON SYSTEM ADMINISTRATION
UNIVERSITY OF MAINE SYSTEM
UNIVERSITY OF MARYLAND SYSTEM ADMINISTRATION
UNIVERSITY OF MINNESOTA SYSTEM
UNIVERSITY OF MISSOURI, SYSTEM ADMINISTRATION
UNIVERSITY OF NEBRASKA, LINCOLN
UNIVERSITY OF TENNESSEE SYSTEM
UNIVERSITY SYSTEM OF GEORGIA
UNIVERSITY SYSTEM OF WEST VIRGINIA
UTAH STATE BOARD OF REGENTS

TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

CHIEF EXECUTIVE OFFICER:
CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	253,300
2	251,000
3	250,000
4	246,000
5	233,032
6	219,000
7	208,000
8	207,100
9	200,500
10	197,232
11	190,000
12	185,000
13	181,167
14	180,828
15	180,636
16	178,191
17	171,630
18	164,800
19	160,000
20	158,644
21	157,600
22	139,050
23	138,300
24	133,668
25	127,500
26	127,400
27	108,780
AVERAGE	183,273
LEVEL 1 AVG	183,273

FINANCIAL ADMINISTRATORS:
CHIEF FINANCIAL OFFICER

RANK	SALARY
1	216,300
2	203,000
3	184,000
4	179,920
5	162,990
6	160,000
7	160,000
8	149,460
9	147,309
10	140,000
11	135,106
12	130,000
13	128,717
14	128,367
15	126,530
16	122,650
17	120,555
18	117,000
19	114,399
20	110,280
21	108,000
22	107,028
23	103,000
24	97,500
25	94,360
26	82,524
27	82,000
AVERAGE	133,741
LEVEL 2 AVG	133,800

FINANCIAL ADMINISTRATORS:
ASSOC. VICE PRESIDENT
FOR FINANCE

RANK	SALARY
1	165,000
2	137,000
3	136,931
4	108,000
5	105,134
6	103,000
7	95,303
8	88,580
9	83,249
AVERAGE	113,577
LEVEL 3 AVG	110,658

FINANCIAL ADMINISTRATORS:
ASSISTANT VICE PRES.
FOR FINANCE

RANK	SALARY
1	121,240
2	114,720
3	99,750
4	98,000
5	91,824
6	86,150
7	84,950
8	84,625
AVERAGE	97,657
LEVEL 3 AVG	97,657

FINANCIAL ADMINISTRATORS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	113,500
2	107,268
3	96,932
4	94,760
5	92,817
6	90,607
7	90,000
8	87,500
9	61,880
10	61,596
11	54,255
12	51,500
13	42,300
14	35,400
AVERAGE	77,165
LEVEL 3 AVG	100,359
LEVEL 4 AVG	66,592

FINANCIAL ADMINISTRATORS:
DIRECTOR OF RESEARCH
ACCOUNTING

RANK	SALARY
1	105,000
2	85,000
3	82,203
AVERAGE	90,734
LEVEL 4 AVG	90,734

LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATORS:
DIRECTOR OF ACCOUNTING /CONTROLLER

RANK	SALARY
1	137,000
2	126,010
3	99,534
4	97,808
5	97,222
6	95,000
7	95,000
8	93,139
9	93,000
10	79,100
11	78,432
12	60,675
13	50,614
14	50,000
AVERAGE	89,467
LEVEL 3 AVG	99,844
LEVEL 4 AVG	83,938

FINANCIAL ADMINISTRATORS:
BUDGET DIRECTOR

RANK	SALARY
1	150,800
2	115,635
3	101,000
4	95,000
5	94,076
6	91,500
7	87,192
8	84,100
9	83,208
10	79,625
11	78,950
12	75,226
13	73,336
14	60,014
15	59,903
16	51,750
17	51,500
18	49,000

(CONTINUED)

AVERAGE	82,212
LEVEL 3 AVG	91,453
LEVEL 4 AVG	77,688

FINANCIAL ADMINISTRATORS:
TREASURER

RANK	SALARY
1	115,500
2	113,520
3	95,000
4	94,886
5	79,243
6	76,935
7	71,020
AVERAGE	92,301
LEVEL 3 AVG	99,630

FINANCIAL ADMINISTRATORS:
AUDITOR

RANK	SALARY
1	175,000
2	106,910
3	102,800
4	102,228
5	97,000
6	82,435
7	82,203
8	81,542
9	79,975
10	79,102
11	75,000
12	74,157
13	68,004
14	66,400
15	64,008
16	63,000
17	59,300
18	58,060
19	52,417

(CONTINUED)

AVERAGE	82,607
LEVEL 2 AVG	113,333
LEVEL 3 AVG	73,517
LEVEL 4 AVG	75,012

ACADEMIC ADMINISTRATORS:
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	216,300
2	204,000
3	179,295
4	175,100
5	168,708
6	163,570
7	147,500
8	146,300
9	140,000
10	131,502
11	129,176
12	127,120
13	117,990
14	107,028
15	101,551
16	100,786
17	99,300
18	98,000
19	93,800
20	72,276
AVERAGE	135,965
LEVEL 2 AVG	139,643

ACADEMIC ADMINISTRATORS:
ASSOC. VICE PRESIDENT FOR ACADEMICS

RANK	SALARY
1	165,865
2	150,000
3	132,000
4	110,748
5	105,000
6	101,500
7	98,000
8	97,703

LEVEL = LEVEL OF RESPONSIBILITY

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TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

ACADEMIC ADMINISTRATORS:
ASSOC. VICE PRESIDENT
FOR ACADEMICS

RANK	SALARY
(CONTINUED)	
9	94,035
10	82,420
11	79,000
AVERAGE	110,570
LEVEL 2 AVG	117,441
LEVEL 3 AVG	94,906

ACADEMIC ADMINISTRATORS:
ASST. VICE PRESIDENT
FOR ACADEMICS

RANK	SALARY
1	125,000
2	117,500
3	93,397
4	91,700
5	89,766
6	85,000
7	80,976
8	76,617
9	76,591
10	71,106
11	62,400
AVERAGE	88,187
LEVEL 3 AVG	86,961

ACADEMIC ADMINISTRATORS:
DIRECTOR OF ACADEMICS

RANK	SALARY
1	90,000
2	84,468
3	72,960
4	60,014
AVERAGE	76,861

FACILITIES ADMINISTRATORS:
VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	124,836
2	105,093
3	105,000
4	91,800
5	82,660
6	82,436
AVERAGE	98,638
LEVEL 3 AVG	104,341

FACILITIES ADMINISTRATORS:
ASSOC. VICE PRESIDENT FOR
FACILITIES

RANK	SALARY
1	101,164
2	95,000
3	93,462
4	77,040
5	75,860
AVERAGE	88,505
LEVEL 3 AVG	91,372

FACILITIES ADMINISTRATORS:
DIRECTOR OF FACILITIES

RANK	SALARY
1	98,448
2	93,668
3	88,200
4	82,512
5	78,920
6	76,700
7	67,096
8	59,534
9	55,463
AVERAGE	77,837
LEVEL 4 AVG	76,202

AGRICULTURAL ADMINISTRATORS:
VICE PRESIDENT FOR
AGRICULTURE

RANK	SALARY
1	182,000
2	181,387
3	142,000
4	141,500
5	91,500
6	51,624
AVERAGE	131,669
LEVEL 2 AVG	168,296

AGRICULTURAL ADMINISTRATORS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	138,009
2	115,612
3	109,230
AVERAGE	120,950

AGRICULTURAL ADMINISTRATORS:
DIRECTOR OF AGRICULTURAL
EXPERIMENT STATION

RANK	SALARY
1	135,000
2	130,304
3	(129,000)
4	115,610
AVERAGE	127,479

INFORMATION MANAGEMENT
ADMINISTRATORS:
VP INFORMATION MANAGEMENT

RANK	SALARY
1	135,000
2	120,036
3	116,177
4	99,800
5	82,592

LEVEL = LEVEL OF RESPONSIBILITY

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INFORMATION MANAGEMENT ADMINISTRATORS:
VP INFORMATION MANAGEMENT

(CONTINUED)

AVERAGE	110,721
LEVEL 3 AVG	104,651

INFORMATION MANAGEMENT ADMINISTRATORS: ASSOC. VP FOR INFORMATION MANAGEMENT

RANK	SALARY
1	162,500
2	127,500
3	124,000
4	117,000
5	111,276
6	96,729
7	89,004
8	86,466
9	79,000
AVERAGE	110,386
LEVEL 2 AVG	95,001
LEVEL 3 AVG	118,079

INFORMATION MANAGEMENT ADMINISTRATORS: ASST. VP FOR INFORMATION MANGEMENT

RANK	SALARY
1	106,000
2	102,864
3	91,404
4	88,010
5	63,290
AVERAGE	90,314
LEVEL 4 AVG	90,314

INFORMATION MANAGEMENT ADMINISTRATORS: DIRECTOR OF COMPUTING SERVICES/NETWORK

RANK	SALARY
1	128,000
2	108,360
3	94,245
4	93,000
5	85,354
6	84,060
7	80,800
8	80,080
9	73,222
10	54,625
AVERAGE	88,175
LEVEL 3 AVG	98,734
LEVEL 4 AVG	77,941

DEVELOPMENT ADMINISTRATORS: VICE PRESIDENT FOR PUBLIC RELATIONS

RANK	SALARY
1	193,700
2	134,000
3	122,150
4	99,746
5	92,832
6	91,700
7	88,000
8	84,240
9	49,790
AVERAGE	106,240
LEVEL 2 AVG	111,298

DEVELOPMENT ADMINISTRATORS: VICE PRESIDENT FOR LEGISLATIVE RELATIONS

RANK	SALARY
1	159,885
2	145,263
3	121,577
4	105,935
5	103,522
6	99,049
7	90,512
AVERAGE	117,963
LEVEL 2 AVG	129,132
LEVEL 3 AVG	97,694

DEVELOPMENT ADMINISTRATORS: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	156,560
2	135,516
3	129,500
4	110,070
5	95,000
6	94,061
AVERAGE	120,118
LEVEL 2 AVG	124,287

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF PUBLIC RELATIONS

RANK	SALARY
1	108,675
2	97,886
3	90,700
4	88,881
5	86,463
6	81,648
7	81,292
8	77,805
9	76,709
10	70,238
11	68,661
12	57,474
13	55,709
14	39,000
AVERAGE	77,224
LEVEL 3 AVG	81,085
LEVEL 4 AVG	75,166

DEVELOPMENT ADMINISTRATORS: DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	125,000
2	115,025
3	108,000
4	101,388
5	100,880
6	99,300

LEVEL = LEVEL OF RESPONSIBILITY

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TABLE III (CONTINUED)
UNIVERSITY SYSTEMS

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK (CONTINUED)	SALARY
7	90,700
8	87,810
9	87,000
10	80,790
11	65,412
AVERAGE	96,555
LEVEL 2 AVG	98,897
LEVEL 3 AVG	107,205
LEVEL 4 AVG	88,760

DEVELOPMENT ADMINISTRATORS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	150,520
2	115,200
3	108,000
4	94,382
5	93,324
6	90,875
AVERAGE	108,717
LEVEL 4 AVG	99,800

OTHER ADMINISTRATORS:
SECRETARY TO THE BOARD

RANK	SALARY
1	148,520
2	117,900
3	117,220
4	115,700
5	111,600
6	100,000
7	99,000
8	96,870
9	93,557
10	85,600
11	77,000
12	75,337
13	57,117
14	55,686
15	51,516
16	51,344
17	47,544
18	38,100
19	35,686
20	31,930
AVERAGE	80,361
LEVEL 2 AVG	92,775
LEVEL 4 AVG	77,951
LEVEL 5 AVG	39,711

OTHER ADMINISTRATORS:
LEGAL COUNSEL

RANK	SALARY
1	223,400
2	185,400
3	150,000
4	146,640
5	144,665
6	132,000
7	125,050
8	120,000
9	117,765
10	117,220
11	116,640
12	110,500
13	109,750
14	105,000
15	98,463
16	88,200
17	88,000
18	80,027
19	79,448
20	74,500
21	64,000
22	63,216
23	40,000
AVERAGE	112,169
LEVEL 2 AVG	112,935
LEVEL 3 AVG	100,813

OTHER ADMINISTRATORS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	135,000
2	130,000
3	125,000
4	92,880
5	90,264
6	79,000
7	76,555
8	76,476
9	57,200
10	52,145
11	49,275
AVERAGE	87,618
LEVEL 2 AVG	98,319
LEVEL 3 AVG	98,119
LEVEL 4 AVG	74,673

OTHER ADMINISTRATORS:
EXECUTIVE ASSISTANT TO THE CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	130,000
2	105,000
3	105,000
4	96,216
5	91,301
6	90,896
7	89,765
8	79,300
9	78,000
10	77,000
11	68,100
12	60,804
13	50,924
14	49,331
15	39,266
AVERAGE	80,727
LEVEL 2 AVG	89,054
LEVEL 3 AVG	84,101
LEVEL 4 AVG	95,955
LEVEL 5 AVG	57,604

LEVEL = LEVEL OF RESPONSIBILITY

OTHER ADMINISTRATORS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	184,000
2	162,888
3	133,500
4	128,717
5	47,000
AVERAGE	131,221
LEVEL 2 AVG	118,026

OTHER ADMINISTRATORS:
ASSOC. VICE PRESIDENT FOR
HUMAN RESOURCES

RANK	SALARY
1	142,656
2	125,300
3	121,500
4	114,750
5	92,855
6	(92,340)
7	87,593
8	83,840
9	74,247
AVERAGE	103,809
LEVEL 3 AVG	99,898

OTHER ADMINISTRATORS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	160,000
2	148,150
3	135,500
AVERAGE	147,883

OTHER ADMINISTRATORS:
VICE PRESIDENT FOR
HEALTH AFFAIRS

RANK	SALARY
1	280,000
2	216,300
3	191,700
4	160,000
5	106,100
AVERAGE	190,820
LEVEL 2 AVG	190,820

OTHER ADMINISTRATORS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	160,000
2	96,000
3	94,292
AVERAGE	116,764
LEVEL 3 AVG	116,764

LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
ADMINISTRATIVE SALARIES SURVEY 1996-97

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